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EFFECT OF MINIMUM-WAGE DETERMINATIONS IN OREGON.

To ascertain the effect of the Oregon minimum-wage determinations the United States Bureau of Labor Statistics has recently made a comparison of records of 40 department, dry goods, 5-and-10-cent, specialty, and neighborhood stores for the two spring months, March and April, in 1913, and for the same period in 1914—periods ending five months before and beginning five months after the date on which the first minimum-wage determinations went into effect, and at the same time nearly one month after the date on which the last retail-store determinations took effect. The results of this study are presented in Bulletin No. 176 of the bureau. The number of women under and the number over 18 years, with and without one year of experience in each occupation, was taken for both periods, together with each woman's rate of pay, the hours she worked, the amount of her actual earnings, and, if selling, the amount of her sales in both years. Data for men were taken for the same periods in 1913 and 1914 as to the number employed, the total earnings, and the total sales. The record covered 1,930 women and girls and 974 men before and 1,642 women and girls and 902 men after the determinations went into effect. All data were copied from store books by the bureau's agents. In addition, 443 women were personally visited and a record of their age and experience and their places of employment, occupations, rates of pay, earnings, and hours of work before and after the wage determinations was obtained.

The determinations in Oregon, fixed by the Oregon Industrial Commission, classify female employees in retail stores as girls under 18 years, inexperienced adult women 18 years of age and over with experience of not more than one year in an occupation, and experienced adult women 18 years of age and over having more than one year of experience in an occupation. Any change in the character of service rendered constitutes a change in occupation, and therefore the beginning of a new apprenticeship year. All girls under 18

and inexperienced adult women in retail stores in the State of Oregon must receive a minimum weekly rate of pay of \$6; all experienced adult women must receive \$8.25, save in Portland, where they must be paid at the minimum rate of \$9.25 per week. These awards became operative on different dates, beginning on October 4, 1913, with an award fixing a minimum of \$1 a day for girls under 18, followed on November 23 by one fixing a minimum of \$9.25 a week for experienced adult women in Portland, and finally by two awards on February 7, 1914, fixing a minimum for experienced adult women outside of Portland of \$8.25 a week, and for inexperienced adult women throughout the State a minimum of \$6 a week.

In studying the effect of the fixing of minimum wage rates, it is necessary to bear in mind the fact that regardless of minimum-wage determinations there are constant changes in business organization from year to year which have a material bearing upon the opportunities and conditions of employment. New departments are added from time to time, successful departments are expanded, and other departments which have failed to secure the public recognition expected are curtailed and sometimes eliminated. All such rearrangements involve additions to, transfers, or reductions in the labor force. These adjustments are of common occurrence. Any study from which such normal changes were eliminated in the effort to single out the effects of the minimum-wage legislation would defeat its own purpose.

The general business depression of 1914 was felt by Portland mercantile establishments and complicated the problem of determining the effect of the minimum wage. A depression in business automatically reduces the numbers employed. It is therefore important to guard against confusing the effects of depressed business with the effects of minimum-wage determinations. Conditions in Oregon were further complicated because a reduction of legal working hours and a 6 p. m. closing regulation took effect at the same time as the wage orders.

Notwithstanding all the difficulties and complications, a number of conclusions can be drawn concerning changes in conditions of labor after the minimum-wage determinations.

Certain readjustments occurred in Portland stores such as might be expected even in a normal business year. The establishment of new departments and the elimination of other departments requiring different grades of labor brought about the employment of some women and the dismissal of others. A policy of charging for alteration of garments, inaugurated in 1914 by the Portland Retail Merchants' Association, decreased the demand for alterations, thereby necessitating a reduction in the number of women employed in the workroom, a department paying relatively high wages.

The effect of the country-wide depression manifested itself in a marked falling off in sales in many stores. This operated to decrease the labor force, both male and female. These changes in business conditions must be borne in mind, as they account very largely for the decrease in the number of women employees. The decrease in total numbers bears little or no relation necessarily to the minimum-wage determinations, but the dismissal of some women rather than of others, because they had completed their apprenticeship period and must therefore be paid a higher wage if retained, can be considered as due to the determinations.

Girls under 18 years of age, for whom the minimum rate is \$6 a week, have increased, especially in the errand, bundle-wrapper, and cashier occupations, but not in the more skilled work of selling, sewing, or of the office. These first-named occupations tend to become the sphere for minors to the exclusion of adult women with or without experience, a result, in all probability, of the minimum-wage determinations.

The wage determinations have not put men in positions vacated by women. The causes operating to decrease the number of women also operated to decrease the number of men, though to a less degree, as the nonselling male force is not as adjustable as the nonselling female force.

The rates of pay for women as a whole have increased, but the wages of the three groups have been differently affected. Girls under 18 were benefited. Before the determinations 26 per cent of these were receiving under \$6 a week; after the determinations less than 1 per cent were paid under this rate. The proportion getting \$6 a week was 53 per cent before and 79 per cent after the determinations, while the proportion getting more than \$6 was practically 20 per cent both before and after. Before the determinations the average rate for the whole group was \$5.93, while afterwards it was \$6.24. The percentages given above show that this increase was mainly due to the increased wages of the girls who were formerly getting under \$6. Evidently the more poorly paid girls have been benefited, while the better paid have not suffered.

For adult inexperienced women the results were not so favorable. Only 9 of this group had been getting less than \$6 a week in the 1913 period, and only one was found who received less than this rate after the determinations. The average rate per week decreased slightly, falling from \$6.88 to \$6.84; before the determinations 59 per cent of the group received more than \$6; after the determinations, only 50 per cent. The old employees did not suffer a reduction of wages, but the place of a \$28 or a \$30 a month girl was filled by a \$26 girl.

For adult experienced women the wage determinations brought an improvement of conditions. There was an increase not only in the proportion receiving \$9.25 (the legal minimum in Portland), but also

in the proportion receiving more than \$9.25. The proportion of the force getting \$12 and over a week also increased, although the actual number decreased. The average rate of pay for the whole group in Portland was before the determinations \$11.74, after them \$11.97. Some experienced women in Portland were still receiving rates below the minimum to which the determinations entitled them, but the number receiving these lower rates had decreased under the determinations from 344 to 102.

The net result seems to be an advance for the women as a whole. Women entering retail stores no longer have to begin at a \$4 or \$5 wage. There has been no leveling down of wages to a minimum. Some women, upon reinstatement after an absence, were compelled to accept only the rate to which they were legally entitled, although it was below that received during their earlier service, but whenever the wage rates of old employees have been changed since the minimum-wage rulings, the employees were benefited.

Employment was more regular in 1914 than in 1913. This was due in part to the fact that under depressed business conditions fewer new employees were taken on to fill vacancies. The disparity between rates and earnings was therefore less in 1914, but sufficiently large in that year to call attention sharply to the importance of giving unemployment consideration in making minimum-wage determinations. The Oregon commission took no cognizance of unemployment, confining its first attempts to determining the minimum amount below which a self-supporting woman could not subsist in health and comfort, and to fixing this amount as the minimum rate of pay. Whether conditions in the retail-store business in Oregon would permit a steadiness of employment that would insure average earnings approximating the minimum rates to any woman able and willing to work steadily is a question which would have involved an extensive and expensive investigation to answer satisfactorily. It is important, however, to know the extent of unemployment and also the extent to which the difference between actual and full-time hours is due to business conditions, to illness, to voluntary and personal absences from duty, or to other causes.

A comparison of sales made by women raised to or receiving the minimum with those of women above the minimum does not reveal differences that would indicate a decrease in the efficiency of those affected by the wage determinations. The numbers for whom comparable data on this subject could be secured were too limited, however, to warrant conclusions.

All the changes arising from decreased business, reorganization of departments, and increased rates of pay resulted in an increase in the female labor cost and also in the total labor cost of 3 mills per dollar of sales.

WOMEN IN INDUSTRY IN RECENT STATE REPORTS.

During the past year numerous studies have been made by State bureaus of labor, by minimum-wage commissions, or by special commissions, of the wages and conditions of employment of women in industry, with special reference to the consideration of minimum-wage legislation or the formation of minimum-wage boards for the purpose of fixing wage rates. Several of these reports have been referred to in Bulletin 167, Minimum-wage Legislation in the United States and Foreign Countries, but since the date of that report a number of other studies have become available and six are now summarized in the following pages. These cover investigations in California, Connecticut, Minnesota, Missouri, Oregon, and Pennsylvania. Two of these studies, those of California and Oregon, were made by the State industrial-welfare commissions; those of Connecticut and Pennsylvania by the bureau of labor statistics and the department of labor and industry, respectively; that of Minnesota by the State industrial commission; and that of Missouri by a special senate wage commission.

In all of these studies the result which seems to have prompted the most comment was the large number of women receiving very low rates of wages in many of the industries and in all of the States. The significant facts in each of these reports are briefly summarized in the following pages.

CALIFORNIA.

The organization and work of the California Industrial Welfare Commission, which embraces the functions of the minimum-wage commission, is described in detail in its first biennial report, 1913 and 1914, issued in May of the present year. The report is a pamphlet of 123 pages devoted to a description of the organization of the commission and its method of work, and to its investigations of wages, hours, and conditions in mercantile establishments, laundries, manufacturing industries, and telephone and telegraph companies and into the cost of living of women in these employments. An appendix gives the text of the California act and the results of investigations of the California Bureau of Labor and the California Retail Dry Goods Association. The commission is now engaged in making a comprehensive study of the fruit-canning industry, and the result of this investigation, in which the fruit canners are cooperating, is reserved for a future report. This industry alone employs over 20,000 women and children.

Investigations of wages and conditions were all made at first hand by the commission's own investigators. Pay rolls were examined for wages and earnings, and establishments were visited to ascertain actual working conditions. Individual employees were also visited in their homes, and individual schedules taken to secure the particulars desired. The investigations were carried on in five principal industrial centers—San Francisco, Los Angeles, Oakland, Sacramento, and San Diego.

The wage data secured and tabulated in the report cover the wages of 22,972 women 18 years of age and over, and 2,289 girls under 18 years of age. Of the former, 21.2 per cent received under \$8, 35 per cent under \$9, and 49.1 per cent under \$10 per week, while 28.5 per cent received \$12 and over. Of the 2,289 girls under 18 years, 41.8 per cent received less than \$6 per week. Approximately half of these minors received between \$5 and \$6.99 per week.

Preliminary to its investigations the commission held a series of conferences with employers in the various industries in order to reach a better understanding of the purpose of the investigations to be made, to explain the character of the law, and to secure in all matters the cooperation of employers.

The report in large part relates to wages, emphasis being placed upon the numbers receiving low rates. The following table summarizes briefly the results for a number of industries. The figures are given separately for women 18 years of age and over and for girls under 18 years.

NUMBER OF WOMEN FOR WHOM WAGE REPORTS WERE SECURED AND PER CENT RECEIVING WEEKLY RATES OF LESS THAN \$8 AND LESS THAN \$9.

Industry.	18 years and over.			Under 18 years.		
	Number reported.	Per cent receiving weekly wages under—		Number reported.	Per cent receiving weekly wages under—	
		\$8.	\$9.		\$8.	\$9.
Mercantile.....	9,011	18.0	31.7	1,131	91.9	97.4
Retail candy.....	759	9.6	35.7	36	63.9	77.8
Millinery.....	810	27.3	37.9	67	83.6	94.0
5, 10, and 15 cent stores.....	215	87.0	90.7	137	98.5	100.0
Laundries.....	3,765	26.5	48.3	189	53.9	77.7
Dyeing and cleaning.....	522	10.5	21.8	16	68.7	81.3
Telephone companies.....	3,962	12.7	19.2	218	21.1	40.8
Telegraph companies.....	372	8.3	14.8	14	71.4	71.4
Manufacturing industries:						
Candy and biscuits.....	926	42.4	50.7	160	81.8	84.4
Foods and drugs.....	1,012	19.6	33.9	70	81.4	92.9
Printing and bookbinding.....	631	14.5	28.3	92	65.2	84.8
Paper boxes.....	342	59.4	69.6	87	85.0	94.2
Cigars and cigarettes.....	386	42.5	53.7	50	68.0	80.0
Knit goods.....	259	44.8	54.8	22	95.4	95.4
Total manufacturing industries.....	3,556	41.2	52.9	481	78.4	87.5
Total, all industries.....	22,972	21.2	35.0	2,289	78.6	87.8

The result of the investigation of the cost of living in San Francisco and Los Angeles shows the average weekly expenditures of self-supporting women for clothing, for board, lunches, and lodging, and for all other expenses. This part of the commission's work is summarized below:

AVERAGE WEEKLY EXPENDITURES OF SELF-SUPPORTING WOMEN IN SAN FRANCISCO AND LOS ANGELES, TAKEN FROM ANNUAL BUDGETS OBTAINED BY PERSONAL INVESTIGATIONS.

City and occupation.	Number of schedules considered.	Average weekly expenditures.			
		Total.	Clothing.	Board, lunches, and lodging.	All other expenses.
San Francisco:					
Factory and workroom hands—					
Wages under \$12 per week.....	64	\$8. 27	\$1. 66	\$5. 14	\$1. 47
Wages \$12 and over per week.....	48	9. 87	1. 85	5. 97	2. 05
Sales, clerical, and office—					
Wages under \$12 per week.....	87	9. 21	1. 89	5. 54	1. 78
Wages \$12 and over per week.....	11	11. 53	2. 08	6. 66	2. 79
Los Angeles:					
Factory and workroom hands—					
Wages under \$12 per week.....	146	7. 26	1. 27	4. 76	1. 23
Wages \$12 and over per week.....	52	9. 94	1. 89	5. 88	2. 17
Sales, clerical, and office—					
Wages under \$12 per week.....	71	8. 68	1. 61	5. 53	1. 54
Wages \$12 and over per week.....	23	11. 22	2. 68	6. 44	2. 10

CONNECTICUT.

"Conditions of Wage-earning Women and Girls, 1914," is the title of a report of the Bureau of Labor Statistics of Connecticut, dated January 15, 1915. It embodies the results of an investigation into the working conditions of female employees of 30 hotels, employing nearly 300 women; of the Southern New England Telephone Co., employing 833 women; of 34 five-and-ten-cent stores, employing 602 women and girls (544 regulars and 58 extras); and 163 department and other stores, employing about 5,626 women, from 4,508 of whom complete data were secured as to the working conditions.

The report is the work of a special industrial investigator appointed by the commissioner of labor statistics under the provisions of the industrial act of 1913. The outside work or canvassing, which covered 23 towns, began September 22, 1914, and closed January 1, 1915.

The report consists of 139 pages, divided into 17 chapters, relating to the following subjects: (1) Woman as an asset; (2) Employer and employee; (3) The work in Hartford; (4) The work in New Haven; (5) The work in Bridgeport; (6) The work in Waterbury; (7) The smaller cities of the State; (8) Some stories of women workers; (9) Fines and sick benefits; (10) Comparison of wages; (11) Wages, and number of employees in department and other stores of the State; (12) The minimum wage; (13) Difference of working time; (14) The

five-and-ten-cent stores; (15) The Southern New England Telephone Co.'s wages, hours, and statistics; (16) The hotels of the State; (17) The Y. W. C. A. boarding homes.

The data for the 4,508 women and girls for whom complete schedules were obtained are tabulated as to wages, age, nationality, amounts paid for board, and length of time employed at specified rates. Age, nationality, and present conjugal condition are also shown for 368 married women. The number and per cent of women and girls employed at each specified weekly wage are shown in the following table:

NUMBER AND PER CENT OF WOMEN AND GIRLS EMPLOYED AT EACH SPECIFIED RATE OF WEEKLY WAGE IN 163 DEPARTMENT AND OTHER STORES, CONNECTICUT, 1913-14.

Wages per week.	Women and girls employed.		Wages per week.	Women and girls employed.	
	Number.	Per cent.		Number.	Per cent.
\$2.50.....	8	0.18	\$14.00.....	112	2.49
3.00.....	163	3.62	14.50.....	5	.11
3.50.....	65	1.44	15.00.....	130	2.89
4.00.....	207	4.59	15.50.....	2	.04
4.50.....	150	3.33	16.00.....	75	1.67
5.00.....	257	5.70	17.00.....	43	.96
5.50.....	139	3.08	18.00.....	70	1.55
6.00.....	614	13.62	18.50.....	2	.04
6.50.....	175	3.88	19.00.....	1	.02
7.00.....	460	10.21	20.00.....	43	.96
7.50.....	120	2.66	22.00.....	7	.16
8.00.....	404	8.96	22.50.....	1	.02
8.50.....	70	1.55	24.00.....	1	.02
9.00.....	384	8.52	25.00.....	34	.76
9.50.....	56	1.24	30.00.....	6	.13
10.00.....	300	6.66	32.00.....	3	.07
10.50.....	33	.73	33.00.....	2	.04
11.00.....	84	1.86	40.00.....	2	.04
11.50.....	8	.18	47.00.....	1	.02
12.00.....	218	4.84	50.00.....	1	.02
12.50.....	10	.22			
13.00.....	31	.69			
13.50.....	11	.24			
			Total.....	4,508	100.00

It will be seen from the table that wages range from \$2.50 to \$50 per week. As a general rule \$4.50 is the lowest that is offered in the smaller towns, and often the first wage is \$5, and stays at that figure for about a year. In one town of considerable size there is a store where women have been employed for years at less than \$5; and the proprietor has no difficulty in getting all the help he wants.

In considering the weekly wage, it must be remembered that in some cases it is not enjoyed for the 52 weeks of the year. Some houses give two weeks' vacation without pay; others give one week without pay; but the majority give two weeks with pay. Apart from this there are periods of idleness due to lack of seasonal work and to sickness, which materially reduce the yearly wage.

To combat the prevailing impression that the number of foreign-born women employed in the department and other stores of the

State exceeds that of women of native parentage, the following table is given:

NATIONALITY, NUMBER, AND PER CENT OF WOMEN AND GIRLS EMPLOYED IN DEPARTMENT AND OTHER STORES, CONNECTICUT, 1913-14.

Nationality.	Number.	Per cent.	Nationality.	Number.	Per cent.
American.....	1,494	33.14	Syrian.....	15	0.33
Irish-American.....	1,642	36.42	Canadian.....	12	.27
Hebrew.....	640	14.20	Portuguese.....	8	.18
German.....	300	6.65	Negro.....	8	.18
French.....	128	2.84	French-Canadian.....	6	.13
Scotch.....	75	1.66	Danish.....	4	.09
Italian.....	56	1.24	Armenian.....	4	.09
Swedish.....	54	1.20			
English.....	44	.98	Total.....	4,508	100.00
Polish.....	18	.40			

From this table it appears that of 4,508 women scheduled, 1,494, or 33.14 per cent, were born of American parents, while 1,642, or 36.42 per cent, were American-born daughters of Irish-born fathers and mothers. A few were granddaughters of such Irish-Americans. Of the 17 nationalities catalogued, all but the Americans, Irish, English, and Scotch supplemented their daily earnings by doing outside work.

The number and per cent of women and girls of a specified age employed is shown in the following table:

NUMBER AND PER CENT OF WOMEN AND GIRLS OF EACH SPECIFIED AGE EMPLOYED IN 163 DEPARTMENT AND OTHER STORES, CONNECTICUT, 1913-14.

Age.	Women and girls employed.		Age.	Women and girls employed.	
	Number.	Per cent.		Number.	Per cent.
Under 16 years.....	200	4.44	39 years.....	96	2.13
16 years.....	260	5.77	40 years.....	22	.49
17 years.....	350	7.76	41 years.....	14	.31
18 years.....	287	6.37	42 years.....	12	.27
19 years.....	373	8.28	43 years.....	16	.31
20 years.....	301	6.68	44 years.....	12	.27
21 years.....	336	7.45	45 years.....	17	.38
22 years.....	220	4.88	46 years.....	13	.29
23 years.....	288	6.39	47 years.....	9	.20
24 years.....	216	4.79	48 years.....	5	.11
25 years.....	242	5.37	49 years.....	14	.31
26 years.....	175	3.89	50 years.....	2	.04
27 years.....	140	3.10	51 years.....	5	.11
28 years.....	112	2.48	52 years.....	4	.09
29 years.....	173	3.84	54 years.....	5	.11
30 years.....	96	2.13	56 years.....	5	.11
31 years.....	110	2.44	57 years.....	6	.13
32 years.....	50	1.11	58 years.....	1	.02
33 years.....	84	1.86	59 years.....	1	.02
34 years.....	45	1.00	61 years.....	1	.02
35 years.....	96	2.13	75 years.....	1	.02
36 years.....	25	.55			
37 years.....	50	1.11	Total.....	1 4,508	100.00
38 years.....	20	.44			

¹ Total taken from original report. The items as given foot up 4,510.

Of these 4,508 women and girls, 4,097, or 90.88 per cent, were found to be living at home, and 411, or 9.12 per cent, were not living at home. Tables are given for each of these two classes, showing for each grade of weekly pay the number paying each specified amount for board. A table is also given showing the number employed each specified number of months or years at the specified weekly wage. No tables are presented showing working hours per week.

The data relating to 544 employees in 34 five and ten cent stores are tabulated in similar manner. The following table shows the number employed at each specified rate of weekly wage:

NUMBER AND PER CENT OF WOMEN AND GIRLS EMPLOYED AT EACH SPECIFIED RATE OF WEEKLY WAGE IN 5 AND 10 CENT STORES, CONNECTICUT, 1913-14.

Wages per week.	Women and girls employed.		Wages per week.	Women and girls employed.	
	Number.	Per cent.		Number.	Per cent.
\$3.00.....	1	0.18	\$7.00.....	21	3.86
3.50.....	2	.37	7.50.....	4	.74
4.00.....	105	19.30	8.00.....	7	1.28
4.40.....	3	.55	8.50.....	4	.74
4.50.....	119	21.87	9.00.....	8	1.47
4.75.....	6	1.10	9.50.....	2	.37
5.00.....	136	25.00	10.00.....	8	1.47
5.25.....	3	.55	11.00.....	2	.37
5.50.....	40	7.35	12.00.....	4	.74
5.75.....	2	.37	13.00.....	1	.18
6.00.....	59	10.85			
6.25.....	2	.37	Total.....	544	100.00
6.50.....	5	.92			

From this table it appears that 476, or 87.50 per cent, earn \$6 and under per week; 504, or 92.64 per cent, earn \$7 and under per week; and 360, or 66.17 per cent, receive \$4, \$4.50 and \$5.

In connection with wages it is stated that two well-known chains of stores have a bonus system, granting the clerks a certain amount of money at Christmas. The bonus increases yearly to a fixed maximum, never exceeding \$25.

The weekly working hours range from 53 to 58.

No tables are presented of the data gathered concerning the 833 women employees of the Southern New England Telephone Co. Wages range, after a preliminary qualification through a 48-hour course in a training school, from \$6.24 to \$11.04 per week. The minimum working time for an operator is 48 hours; sometimes it is 54; occasionally in time of emergency it rises to 63. The working hours are divided into tricks of 8 hours, and a half trick constitutes not less than 5 hours. Operators are required to take a relief period of 10 minutes in the middle of each trick. The interval between halves of tricks varies from 1 to 4 hours, according to the requirements of local business. From 70 to 80 per cent of the intervals are from 1 to 2 hours in length. The great feature in which the telephone

company excels is its care for the well-being of its employees. Lockers, rest rooms, reading rooms, cooking facilities, and medicines are provided.

The data collected concerning nearly 300 women employed in 30 hotels show that the weekly working hours are from 54 to 56, though often less, and often more, the amount of time depending upon the number of guests. Wages for housekeepers range from \$40 to \$60 per month with board and room and for chambermaids from \$3.50 to \$4 per week. Waitresses receive \$4 per week and scrub women \$3.50. In the chambermaid and scrub women class more than 90 per cent are of Polish origin. Nearly all hotels formerly had their staff of women workers domiciled in the hotel, but the practice is falling into disuse. The tipping question enters into the element of waitresses' wages. Few would continue in their places if no tips were received.

The commissioner of labor statistics in presenting this report makes the following recommendations:

1. That a law be passed requiring every mercantile establishment, whether wholesale or retail, and all kindred establishments, such as 5, 10, and 25 cent stores and such stores as deal in similar commodities, to employ no woman or minor female, whether relative or paid employee, after 6 o'clock in the evening for five evenings of the week and on the sixth evening, Saturday evening, to close at 9 p. m. That all violations of this law be punishable by a fine of not less than \$50 for a first offense.

2. That any employer, passively or willfully or by agreement, allowing an employee to work overtime or on any of the seven legal holidays generally observed in this State should be punished by a fine of not more than \$25.

3. That all violations of the child labor laws be reported to the bureau of labor statistics for consideration and action.

4. That every mercantile establishment having five or more female employees provide a properly equipped rest and emergency room, such a provision being very essential for the health, comfort, efficiency, and good morals of its employees.

5. That a lunch period of one hour and one-quarter be a uniform requirement in all establishments, said establishments having the right to extend this period if they so desire.

6. That every store be compelled by law to have a toilet for women on the premises and that no woman be obliged to cross outside premises, go to another building, or descend into a cellar by means of a trapdoor in the floor to such a convenience.

7. That in view of the many communicable skin diseases, that sanitary paper towels, liquid soap, and individual drinking cups be recommended for all establishments.

8. That in view of the recent Edison fire, where supposedly fireproof buildings were destroyed, and in the light of other occurrences, it is earnestly recommended that such buildings as have no fire escapes be required to install them during the present year.

9. That it be obligatory on every establishment employing more than 25 women to have fire drills, showing them how to avoid panic, how to leave the building, and how to use fire escapes.

10. That every establishment, whether occupying one or more stories, or having or not having counters and tables in its aisles, be required to have one or more fire extinguishers in every department, in plain view of the employees, if it is not now so provided.

11. That the present special industrial investigator be authorized by your honorable body to continue her work until all the occupations specified in the act of 1913 be covered and she be empowered to investigate the actual and complete living expenses of women in all industries in the State; that she do this work as before in conjunction with the bureau of labor statistics, which bureau she shall at any time assist in its work and shall receive its assistance; that this reappointment be either made directly or through the labor commissioner, and be for a term of four years.

12. That she be required to make a statistical report in 1917, such report to be incorporated in the labor commissioner's; that in 1919 she present a detailed report showing the complete cost of living of women in all industries in the State.

MICHIGAN.

In October, 1913, the Michigan State Commission of Inquiry was appointed to investigate the conditions of labor for women and the advisability of establishing a minimum wage. Its scope was four-fold—to secure facts as to wages paid women, to ascertain their conditions of employment, to find out their expenditures, and to determine the manner and cost of living in detail. The results of this investigation are embodied in a 496-page report, including eight general divisions, as follows: Review, conclusions, and recommendations of the commission of inquiry; tentative minimum-wage bill; secretary's report and tabulations showing information obtained from women wage earners; tabulation of wage figures supplied by employers; wage showing from investigation of pay rolls; minimum-wage legislation to date; court decisions on minimum-wage legislation. Three hundred and seven pages are devoted to appendixes. The report was issued on January 27, 1915.

Altogether the commission gathered information from 1,348 employers in 159 localities relating to 200 different occupations, in which were employed a daily average of 50,351 women; from 8,512 women wage earners in 18 different occupations, personally seen and interrogated by the commission's investigators, and working in 535 different establishments; and from 62 women's clubs in almost as many different localities, representing hundreds of members.

In addition to this, the pay rolls for an entire year of seven establishments involving 2,569 employees were copied. These represent a store, two laundries, two paper-box factories, an establishment for making petticoats, and a foundry employing women making cores.

They are valuable in this connection as giving an accurate statement of actual wages paid and time actually worked, but can hardly be said to represent wage conditions generally because of the comparatively small amount of data included. An examination of these pay rolls show that wages were not uniform in establishments in the same industry although there was but little difference in the work performed.

The following comparative statement shows the number and per cent receiving under \$8, under \$9, and under \$10 per week, as reported to the commission by the various classes:

COMPARISON OF WAGE FIGURES OBTAINED FROM EMPLOYERS, EMPLOYEES, AND PAY ROLLS.

Source of information.	Number of women employed.	Receiving less than \$8.		Receiving less than \$9.		Receiving less than \$10.	
		Number.	Per cent.	Number.	Per cent.	Number.	Per cent.
Employers (1,348).....	¹ 50,351	25,810	51.4	32,275	64.2	37,136	73.9
Employees (535 establishments).....	² 8,358	4,649	55.6	5,767	69	6,553	78.4
Pay rolls (7 establishments)....	³ 992	804	88.4	.....	.....	956	96.3

¹ Reports as to wages were not made for 121 of these employees.

² Reports were received from 8,512, but from only 8,358 were they complete.

³ The wages of 1,577 employed in these establishments less than 4 weeks are not included.

So far as concerns employers' figures of the number employed and wages paid per week, it must be remembered that few of the 50,230 women for whom reports were made worked 52 weeks in any one year. A large number of them lost as much as 10 weeks in the year from various causes, mainly due to seasonal work. Of the 8,358 women interrogated 6,647, or 79.5 per cent, reported having lost from a few days to 50 weeks during 1914, and of this number 5,847, or 87.9 per cent, lost as much as three months; only 5.3 per cent of the women lost no time, and about 15 per cent failed to report.

Lack of employment is not due entirely to seasonal work. Of 7,491 wage-earning women in 503 establishments who answered the question relating to cause of lost time, 2,016, or 26.9 per cent, gave "slack work" as the reason. Many of the women are constantly shifting employment. Three wage-earners had followed six different occupations during the year. However, 3,824, or 45.7 per cent of the number interrogated, reported that they had never followed any any other than their present occupation; 3,447, or 41.2 per cent, said they had followed but one other occupation. This shifting of occupations within short periods is responsible, according to some employers, for much inefficiency among women workers, and this in turn is a factor in keeping wages at a minimum. On the other hand, it should be remembered that the seasonal character of the work in

many industries accounts in great measure for the instability of the employment.

The seven pay rolls examined contained the names of 2,569 women employees. Of this number, 1,577 worked less than four weeks, 948 worked a week and less, and 992 worked from 4 to 52 weeks. Only 9.3 per cent of this last number worked the full year, and less than 30 per cent worked six months or more. In fact, 61.4 per cent of these 2,569 workers left their employment within four weeks. Information taken from the pay rolls of these seven establishments is summarized in the following table:

EMPLOYMENT AND WAGE CONDITIONS AS SHOWN BY THE PAY ROLLS OF 7 ESTABLISHMENTS.

	Number.	Per cent.
Pay rolls examined.....	7	-----
Names on pay rolls.....	2,569	-----
Number of women employed each day.....	418	16.2
Working less than 4 weeks.....	1,577	61.4
Working 4 weeks and over.....	992	38.6
Working 4 weeks and over who received less than \$6 per week for the time employed.....	672	67.7
Working 4 weeks and over who received less than \$8 per week for the time employed.....	877	88.4
Working 4 weeks and over who received \$8 per week or over for the time employed.....	115	11.6

The following table shows that for these women wages paid averaged as low as \$5.07 per week in one establishment and as high as \$8.54 per week in another.

TOTAL AND AVERAGE PAY OF 2,569 WAGE-EARNING WOMEN IN 7 ESTABLISHMENTS AS SHOWN BY PAY ROLLS FOR AN ENTIRE YEAR.

Establishment.	Total number employed.	Average length of employment (weeks).	Total earnings.	Average weekly earnings.
Store.....	¹ 1,847	13.5	\$38,153.42	\$6.24
Paper-box company.....	303	26.0	30,213.30	5.07
Laundry.....	180	18.0	16,192.86	6.65
Paper-box company.....	113	29.4	11,521.01	6.20
Petticoats.....	55	34.3	16,151.12	8.54
Laundry.....	41	28.9	8,511.76	8.17
Core workers.....	30	30.0	6,388.36	7.81
Total.....	2,569	-----	127,131.83	-----

¹ 948 of these worked one week or less, and 1,397 were employed under four weeks. They are not included in the average length of employment or used to make the average weekly earnings.

The seven establishments distributed during the year among the 992 employees who worked longer than four weeks, \$127,131.23. This is an average of \$128.15 apiece. The 948 employees working a week and less were paid on an average of \$1.65 for their services. Were it not that so many found employment elsewhere for longer or shorter periods, only a small number of them could have lived on the wages they received from these seven establishments.

The factors of lost time and shifting of occupation were not generally considered by the wage-earners in rendering their reports. As already mentioned complete reports were received from 8,358 in 18 different occupations. A detailed statement of wages received by these women, according to their own reports, is given in the following table, only those receiving under \$8 and under \$9 per week being shown:

NUMBER AND PER CENT OF WAGE-EARNING WOMEN REPORTING EARNINGS UNDER \$8 AND UNDER \$9 PER WEEK, BY OCCUPATIONS.

Occupation.	Under \$8 per week.		Under \$9 per week.		Total number reporting.
	Number.	Per cent.	Number.	Per cent.	
Candy.....	226	77	268	90	296
Cigars.....	334	42	423	53	807
Cores.....	34	34	50	50	99
Corsets.....	472	57	640	77	835
Hosiery and knit goods.....	301	67	371	82	462
Laundries.....	505	70	609	84	746
Offices.....	141	36	197	50	396
Overalls.....	205	31	309	46	685
Paper and cigar boxes.....	269	77	313	89	366
Seeds.....	191	90	201	95	212
Stores.....	1,221	58	1,476	70	2,148
Telephone exchanges.....	336	71	388	82	474
Tobacco.....	88	54	115	71	162
Women's garments.....	291	48	366	61	621
Other occupations ¹	35	64	41	75	55
Total.....	4,649	56	5,767	69	8,358

¹ Shoes, woolen goods, fiber works, and metal specialties.

A statement furnished by employers follows:

EMPLOYMENT AND WAGE CONDITIONS AS REPORTED BY EMPLOYERS.

Establishments, women employed, pay, and ages.	Number.	Per cent.
Establishments reporting.....	1,348	
Average number of women employed daily.....	50,351	
Receiving less than \$6 per week (50,230 reporting).....	10,898	21.7
Receiving less than \$8 per week (50,230 reporting).....	25,810	51.4
Receiving \$8 per week and over (50,230 reporting).....	24,420	48.6
Employed under 16 years of age.....	1,105	2.2

A study of the reports submitted by the women themselves reveals interesting data on the number living at home and the number "adrift," the number who pay board and who assist in supporting others or are themselves helped by relatives and friends, and the number who contribute all or a part of their earnings to the maintenance of the family. Many of the women interrogated did not answer all these questions. In all but four cases in the industries investigated the earnings of the women and girls "adrift" were higher than those living at home. Of the 6,173 living at home who reported earnings, 1,539 worked in stores and averaged \$7.43 per week, while 595 "adrift" store employees averaged \$8.99 per week. This difference is probably due to the fact that the average age of

those "adrift" is greater by three years than that of those living at home and the average years of experience is greater by one. Taking as a whole the 18 occupations which reported, however, the average years experience is slightly greater among those living at home than among those "adrift." The following table summarizes the age, experience, and earnings of the women living at home and adrift:

AGE, EXPERIENCE, AND EARNINGS OF 8,358 WAGE-EARNING WOMEN LIVING AT HOME AND ADRIFT.

Group.	Age.		Experience.		Earnings.		
	Number reporting.	Average years.	Number reporting.	Average years.	Number reporting.	Total weekly earnings.	Average weekly earnings.
Living at home.....	6,187	22.5	6,226	3.5	6,173	\$46,423.72	\$7.52
Adrift.....	2,076	25.2	2,102	3.4	2,100	17,419.63	8.29
Total.....	18,263	23.1	18,328	3.5	18,273	63,843.35	7.72

¹ Reports were received from 8,358, but some omitted to answer all three questions.

Of the 8,358 women interrogated, 6,232 living at home and 2,126 "adrift" answered the questions relating to paying board, assisting in the support of others, and receiving help from others. Of the former class 2,921, or 46.8 per cent, and of the latter group 805, or 37.8 per cent, were helped by relatives or friends. The following table gives the totals for the 18 industries investigated:

NUMBER AND PER CENT OF WAGE-EARNING WOMEN AT HOME AND ADRIFT, NUMBER AND PER CENT OF THOSE PAYING BOARD AT HOME, OF THOSE ASSISTING TO SUPPORT OTHERS, AND OF THOSE HELPED BY OTHERS (18 OCCUPATIONS).

	Total number.	Per cent.	Paying board at home.		Assisting to support others.		Helped by relatives or friends.	
			Number.	Per cent.	Number.	Per cent.	Number.	Per cent.
Living at home.....	6,232	74.6	5,161	82.8	1,757	28.1	2,921	46.8
Adrift.....	2,126	25.4	1,852	87.1	381	17.9	805	37.8
Total.....	8,358	100.0	7,013	83.9	2,138	25.5	3,726	45.4

Of those living at home and reporting on the amount contributed to the support of the family, 41.5 per cent contributed all their earnings, 46.4 per cent contributed part of their earnings, and 12.1 did not contribute at all.

While approximately 56 per cent of all wage-earning women reporting received for their services less than a living wage (estimated by the commission to be \$8), 19.9 per cent were able to save or invest from their earnings. This is probably explained by the fact that approximately 75 per cent of these women lived at home, of which number 58.5 per cent contributed none or only a part of their earnings to the support of the family. Furthermore, those adrift who received a larger average wage per week and who contributed com-

paratively little to the support of others were undoubtedly able to save a relatively larger percentage of their wages. In the following table the savings and investments of the women reporting are shown:

AMOUNT OF SAVINGS AND INVESTMENTS REPORTED BY 8,358 WAGE-EARNING WOMEN (18 OCCUPATIONS).

Method.	Number interrogated.	Number reporting.	Number reporting amount.	Total amount reported.	Average amount.	Per cent of women reporting amount.
Savings.....	8,358	1,524	1,238	\$89,748.97	\$72.41	18.2
Investments.....	8,358	147	94	10,317.42	109.76	1.7
Total.....	8,358	1,671	1,332	100,066.39	75.12	19.9

As bearing on the problem as to whether wages paid were adequate to meet family expenses, it is of interest to note that 842, or 10 per cent, of the women wage earners interrogated and reporting were married, with many of them supporting others besides themselves. If this figure holds good with the total number of Michigan women employed in gainful occupations (estimated by the commission to be 225,000), it shows that 22,500 married women are working for a living outside their homes. With the number of divorced and widowed added to these figures, the percentage of such women depending on their own exertions for a living is still further increased.

Out of 688 women reporting the status of their husbands, 512 said that their husbands were working, 99 that they were out of work, and 66 that they were physically incapacitated for work. Out of 674 who reported as to their own earnings, 367 said they shared household expenses, 124 worked merely for their clothing and spending money, 124 entirely supported their families, and 39 supported themselves only. Two hundred and nineteen said that they were able to save a portion of their earnings.

There is considerable divergence of opinion as to what constitutes a living wage. The commission sought information on this subject not only from wage earners, but from 62 women's clubs throughout the State. The employees in large proportion considered \$10 a minimum, while one-third of the women's clubs placed it between \$8 and \$9. The figures are presented in the following table:

WEEKLY WAGES CONSIDERED NECESSARY BY 57 WOMEN'S CLUBS AND 5,673 WAGE-EARNING WOMEN IN ORDER TO LIVE DECENTLY, SHOWING PERCENTAGE OF THOSE SPECIFYING A CERTAIN AMOUNT.

Sources of information.	Number reporting.	Under \$8.		\$8 and under \$9.		\$9 and under \$10.		\$10 and over.	
		Num-ber.	Per cent.	Num-ber.	Per cent.	Num-ber.	Per cent.	Num-ber.	Per cent.
Women's clubs.....	57	15	26.3	19	33.3	9	15.8	14	24.6
Wage-earning women.....	5,673	647	11.4	1,256	22.2	854	15.0	2,916	51.4

The commission concludes:

1. That a large percentage of the women wage earners of Michigan are to-day receiving less than a living wage.
2. That this constitutes a menace to the social welfare of society that is within the power of the legislature to prevent.
3. That a considerable number of women are working under insani-
tary conditions that proper legislation will remedy.
4. That any industry that can not pay a living wage to its employ-
ees is a burden and not an asset, and if it moves away or goes out of
business society will suffer no loss.
5. That the causes of social maladjustment are not the fault of
any one class, but rest with all classes, and it remains with society,
through its legislative power, as far as possible, to remove these
causes.
6. That the tendency of minimum-wage legislation will be toward
the elimination of inefficiency on the part of both employers and em-
ployees, and the suppression of parasitic industries. It will make
relations between employers and employees more secure, better
understood, and therefore more cordial; will stimulate employees to
greater industry and more regard to the interest of their employers;
will prevent wage cutting below a minimum by less humane employ-
ers; will reduce the number of strikes and disagreements; and will
compel employers to use the latest aids to production.
7. That no material interests of the State would be injured by
such a law.

The commission recommends:

1. Immediate provision for vocational training in public schools, to
be supplemented by instruction and training in schools under the di-
rection of employers and by other methods of overcoming inefficiency,
as of first importance.
2. The enactment of a minimum-wage law for women. This law
should provide:
 - (a) For a properly constituted minimum-wage commission, with a
maximum of power in the direction of publicity and a minimum of
power in the direction of coercion.
 - (b) For minimum-wage boards, composed of both employers and
employees and of representatives of the consuming public, to be
appointed by the commission.
 - (c) For a proper review by the minimum-wage commission of any
decision by a wage board as to the necessity for, or the sum that
should constitute a minimum wage, with the added right by the
parties in interest to bring the review into court upon questions of law.
 - (d) For working certificates to be issued by the commission to
apprentices and beginners, to the crippled, and to those who are
mentally or physically unable to do a full day's work, which shall
permit the employer to pay, as wages, certain proportions of the
minimum wage.

A tentative minimum-wage bill is presented as Part II of the
report.

MINNESOTA.

The first biennial report of the minimum wage commission, consisting of 55 pages, gives an account of its work from August 1, 1913, the time it came into active existence, to December 31, 1914. The bill creating the commission was approved April 26, 1913.

So much of this report as gives an account of the commission's effort to establish minimum-wage determinations has been fully summarized in Bulletin 167 (pp. 55-59) and need not be repeated here. The commission's investigation of conditions, and especially of wages paid in various industries, will, however, be of interest.

The commission immediately after its organization took up the study of wages and the cost of living to ordinary working women, and its findings on these subjects constitute the major portion of the report.

There are 81 cities in Minnesota, classified into four groups—those of the first class, having a population of more than 50,000; second class, 20,000 and not more than 50,000; third class, more than 10,000 and not more than 20,000; and fourth class, not more than 10,000. Minneapolis, St. Paul, and Duluth are in the first class, Winona is in the second class, and all other cities are in the third and fourth classes.

In making its investigation into prevailing wage rates in Minnesota the commission mailed schedules containing 12 questions to employers throughout the State and secured reports from about 550 in Minneapolis, St. Paul, and Duluth and from 37 manufacturers and 44 mercantile firms outside of those cities.

More than 6,500 "Employee's schedules," containing 19 questions, were also used among working women in mercantile and manufacturing occupations in Minneapolis, St. Paul, Duluth, and Winona, and the results were tabulated for 6,542.

As to learners and apprentices, the following definition was used in the schedule: "A learner is one engaged in any occupation, not learning a definite trade, but simply becoming proficient through experience in one line of work. An apprentice is one learning a definite trade or craft."

The following table, based on data secured from schedules mailed to employers, shows the number of females employed at each classified weekly wage in the three cities of Minneapolis, St. Paul, and Duluth.

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NUMBER OF FEMALES EARNING EACH CLASSIFIED AMOUNT OF WEEKLY WAGES IN ABOUT 550 ESTABLISHMENTS IN MINNEAPOLIS, ST. PAUL, AND DULUTH.

	Under \$2.	\$2 and under \$4.	\$4 and under \$6.	\$6 and under \$8.	\$8 and under \$10.	\$10 and under \$12.	\$12 and over.	Total.
MINNEAPOLIS AND ST. PAUL.								
Mercantile, wholesale.....			20	168	191	109	144	632
Mercantile, retail:								
5 and 10 cent stores.....			39	62	5	5		111
Department stores.....		41	572	1,263	755	347	481	3,459
Clothing stores.....		1	14	55	58	53	97	278
Dry-goods stores.....		1	84	115	141	111	143	595
Shoe stores.....				2	1	3	2	8
Furniture and hardware stores.....				2	7	7	17	33
Drug and jewelry stores.....				8	8	2	5	23
Retail millinery stores.....	1		1	3	7	7	14	33
Groceries and confectionery.....				7	18	3	20	48
Art goods, music, books.....			1	5	7	7	12	32
Miscellaneous.....			4	9	8	13	12	46
Total, mercantile, retail.....	1	43	715	1,531	1,015	558	803	¹ 4,667
Manufacturing:								
Drugs and chemicals.....			23	23	11	6	2	65
Food products, liquor, and tobacco.....		2	182	437	255	318	179	1,373
Leather and rubber goods.....			24	30	35	22	36	147
Lumber and furniture.....			4	15	32	13	23	87
Iron and steel.....			2	51	42	28	55	178
Printing and paper goods.....			132	502	414	109	182	1,339
Textiles.....		1	176	618	637	442	463	2,337
Clothing.....		24	327	620	582	423	391	2,367
All other manufacturing.....			11	44	52	36	27	170
Total manufacturing.....		27	881	2,340	2,060	1,397	1,358	8,063
DULUTH.								
Mercantile, wholesale.....				9	27	36	30	102
Mercantile, retail.....		15	106	141	118	71	88	539
Manufacturing:								
Food products, cigars, and tobacco.....			18	14	16	6	6	60
Leather and rubber goods.....			17	11	7	2	7	44
Lumber and furniture.....					1		3	4
Iron and steel.....			12	15	2	1	6	36
Printing and paper goods.....			8	13	9		4	34
Textiles.....			3	28	6	2	2	41
Clothing.....		6	9	18	20	7	32	¹ 93
Total manufacturing.....		6	67	99	61	18	60	¹ 314
TWIN CITIES AND DULUTH.								
Mercantile:								
Wholesale.....			20	177	218	145	174	734
Retail.....	1	58	821	1,672	1,133	629	891	¹ 5,206
Total mercantile.....	1	58	841	1,849	1,351	774	1,065	¹ 5,940
Manufacturing.....		33	948	2,439	2,121	1,415	1,418	¹ 8,377
Total mercantile and manufacturing.....	1	91	1,789	4,288	3,472	2,189	2,483	¹ 14,317

¹ This is not the correct sum of the items. Figures are given as shown in the report.

A more minute classification of wages is shown in the following table, giving for the three cities combined the number and per cent earning each classified amount:

NUMBER AND PER CENT OF FEMALES EARNING EACH CLASSIFIED AMOUNT OF WEEKLY WAGES IN MERCANTILE AND MANUFACTURING INDUSTRIES, ST. PAUL, MINNEAPOLIS, AND DULUTH.

Wages per week.	Manufacturing.		Mercantile.						Total manufacturing and mercantile	
			Retail.		Wholesale.		Total.			
	Num-ber.	Per-cent.	Num-ber.	Per-cent.	Num-ber.	Per-cent.	Num-ber.	Per-cent.	Number.	Per cent.
Under \$2 per week.....	.....	.....	1	0.1	.....	.....	1	0.1	1	0.1
\$2 and under \$3.....	7	0.1	3	.1	.....	.....	3	.1	10	.1
\$3 and under \$4.....	27	.3	55	1.1	.....	.....	55	.9	82	.6
\$4 and under \$5.....	189	2.3	253	4.9	6	0.8	259	4.4	448	3.1
\$5 and under \$6.....	759	9.0	568	10.9	14	1.9	582	9.8	1,341	9.4
\$6 and under \$7.....	1,211	14.5	884	17.0	103	14.0	987	16.6	2,198	15.4
\$7 and under \$8.....	1,228	14.7	788	15.1	74	10.1	862	14.5	2,090	14.6
\$8 and under \$9.....	1,086	12.9	655	12.6	115	15.7	770	13.0	1,856	13.0
\$9 and under \$10.....	1,035	12.4	478	9.2	103	14.0	581	9.8	1,616	11.3
\$10 and under \$11.....	911	10.9	503	9.7	92	12.5	595	10.0	1,506	10.5
\$11 and under \$12.....	505	6.0	127	2.4	53	7.2	180	3.0	685	4.8
\$12 and over.....	1,419	16.9	891	17.1	174	23.7	1,065	17.9	2,484	17.4
Total.....	8,377	100.0	5,206	100.0	734	100.0	5,940	100.0	14,317	100.0

Outside of cities of the first class, pay-roll data were secured from 37 of the larger manufacturers, employing 732 females, and from 44 mercantile firms employing 476 females.

A brief summary of the weekly wage rates is given in the following table:

NUMBER AND PER CENT OF FEMALES EMPLOYED AT EACH CLASSIFIED RATE OF WEEKLY WAGE IN MANUFACTURING AND MERCANTILE INDUSTRIES IN CITIES OUTSIDE OF ST. PAUL, MINNEAPOLIS, AND DULUTH.

	Manufacturing.		Mercantile.		Total.	
	Number.	Per cent.	Number.	Per cent.	Number.	Per cent.
Under \$4 per week.....	194	26.5	62	13.0	256	23.1
\$4 and under \$5.....	112	15.3	52	10.9	164	14.8
\$5 and under \$6.....	131	17.9	73	15.4	204	18.4
\$6 and under \$7.....	91	12.4	63	13.2	154	13.9
\$7 and under \$8.....	54	7.4	63	13.2	117	10.6
\$8 and under \$9.....	30	4.1	44	9.3	74	6.7
\$9 and over.....	120	16.4	119	25.0	139	12.5
Total.....	732	100.0	476	100.0	1,108	100.0

Wage rates in other lines of industry in Minnesota are not any higher than in mercantile and manufacturing lines. The prevailing rate in laundries is slightly lower. Investigation into wage rates in laundries, hotels, restaurants, telephone and telegraph establishments, and offices showed that there was no material difference between these employments and those already discussed.

Wage data as reported by the employees themselves on schedules distributed among them are shown in the following table. The data are for the four cities, St. Paul, Minneapolis, Duluth, and Winona.

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WEEKLY WAGES AS REPORTED BY FEMALE EMPLOYEES IN MERCANTILE AND MANUFACTURING INDUSTRIES IN MINNEAPOLIS, ST. PAUL, DULUTH, AND WINONA.

Wages per week.	Minneapolis and St. Paul.		Duluth.		Winona.		Total, four cities.	
	Num-ber.	Per-cent.	Num-ber.	Per-cent.	Num-ber.	Per-cent.	Num-ber.	Per-cent.
Under \$4.....	18	0.3	11	1.8	1	1.1	30	0.5
\$4 and under \$5.....	145	2.5	58	9.3	21	22.6	224	3.4
\$5 and under \$6.....	552	9.5	50	8.0	8	8.6	610	9.3
\$6 and under \$7.....	983	16.9	65	10.5	18	19.4	1,069	16.3
\$7 and under \$8.....	937	16.1	87	14.0	18	19.4	1,042	15.9
\$8 and under \$9.....	862	14.8	65	10.5	11	11.8	938	14.3
\$9 and under \$10.....	614	10.5	74	11.9	3	3.2	691	10.6
\$10 and under \$11.....	640	11.0	64	10.3	3	3.2	707	10.8
\$11 and under \$12.....	205	3.5	14	2.3	2	2.1	221	3.4
\$12 and under \$13.....	341	5.9	43	6.9	2	2.1	386	5.9
\$13 and under \$14.....	80	1.4	21	3.4			101	1.5
\$14 and under \$15.....	70	1.2	11	1.8			81	1.2
\$15 and under \$16.....	153	2.6	31	5.0	3	3.2	187	2.9
\$16 and under \$17.....	41	.7	3	.5			44	.7
\$17 and under \$18.....	34	.6	5	.8	1	1.1	40	.6
\$18 and under \$19.....	50	.9	4	.6	1	1.1	55	.8
\$19 and under \$20.....	8	.1	3	.5			11	.2
\$20 and under \$21.....	32	.5	8	1.3			40	.6
\$21 and under \$22.....	4	.1	1	.2			5	.1
\$22 and under \$23.....	8	.1					8	.1
\$23 and under \$24.....	4	.1					4	.1
\$24 and under \$25.....	4	.1					4	.1
\$25 and under \$26.....	19	.3	3	.5	1	1.1	23	.4
\$26 and over.....	21	.4					21	.3
Total.....	5,828	100.0	621	100.0	93	100.0	6,542	100.0

The following table is a summary of expenses as reported by 1,731 working women living adrift in the Twin Cities and earning less than \$12.50 per week, and by 572 working women living adrift in Duluth and earning less than \$12.50 per week. These schedules were selected from 6,569 received:

WEEKLY COST OF LIVING AS REPORTED BY FEMALE EMPLOYEES AND AS RECOMMENDED BY THEIR ADVISORY BOARD APPOINTED BY THE MINIMUM-WAGE COMMISSION, TWIN CITIES AND DULUTH, 1914.

Item.	As reported by females adrift.				As recommended by advisory boards.		
	Twin Cities.		Duluth.		Twin Cities.		Duluth.
	Average for females earning less than \$12.50 per week (1,731 sched-ules).	Average for females same class, selected cases. ¹	Average for females earning \$6.50 and under \$8.50 per week.	Average for females earning less than \$12.50 per week (572 sched-ules).	Mercan- tile ad- visory board.	Manu- facturing advisory board.	Consoli- dated mercan- tile and manu- facturing advisory board.
Room and food.....	\$4.39	\$4.39	\$4.13	\$4.42	\$4.80	\$5.00	\$4.90
Laundry.....	.33	.52	.29	.35	.50	.45	.50
Clothing.....	1.68	1.68	1.45	1.78	2.00	1.92	2.00
Carfare.....	.53	.53	.49	.46	.50	.30	.30
Doctor.....	.24	.44	.23	.24	.30	.35	.38
Dentist.....	.24	.34	.21	.20			
Oculist.....	.04	.18	.04	.04			
Church.....	.13	.17	.11	.13			
Books, etc.....	.11	.11	.09	.11	.10	.15	.10
Insurance.....	.06	.18	.04	.05	.06	.05	.06
Lodge and club dues.....	.02	.08	.03	.03	.25	.50	.20
Amusements.....	.34	.34	.26	.31			
Vacation.....	.27	.30	.16	.21			
Incidentals.....				.04			
Total.....	8.38	9.26	7.52	8.33	8.65	8.82	8.69

¹ Cases selected where every item of expenditure on schedule was answered by an entry of some amount.

Following a statement of the orders issued by the commission (already given in Bulletin 167, pp. 55-59) and the action of the court in declaring the law unconstitutional, the report closes with the text of the minimum-wage law, and also a tabular synopsis of the principal provisions of the minimum-wage laws which have been enacted in the nine States, California, Colorado, Massachusetts, Minnesota, Nebraska, Oregon, Utah, Washington, and Wisconsin.

MISSOURI.

The report of the Senate Wage Commission for Women and Children in the State of Missouri, dated February 4, 1915, presents the results of an investigation conducted by a commission chosen for the purpose of ascertaining the wages paid working women in Missouri, with a view to determining the advisability of minimum-wage legislation. It includes also the information secured by the school of social economy of Washington University on the wages, cost of living, and conditions of labor of women in the manufacturing industries of St. Louis.

The report consists of 108 pages, about 70 of which present in summarized form the testimony of some 400 witnesses examined by the commission during its sittings, which began in May, 1913, and ended February, 1914. Sittings were held in St. Louis, Kansas City, St. Joseph, Joplin, and Springfield.

The information elicited by the commission from these 400 witnesses, both employers and employees, was not reduced to tabular form, but was condensed and left in its cursory form of question and answer. The whole testimony was of such volume that it was not deemed advisable to present it in its entirety.

The condition of 10 girls working in one place in St. Louis was made the subject of a special investigation. Each girl was asked to state the amount of clothing purchased during the year in a list which she was given to fill out. Where a gown was used more than one year, she was requested to divide the cost. The prices called for were for new goods of qualities used by the girls ordinarily, not including Sunday dresses or evening gowns; "just clothing necessary to wear to and from work." All of the 10 girls in question lived at home and were able to save something out of their earnings.

The table of estimates follows.

ESTIMATES OF ANNUAL COST OF CLOTHING OF 10 FEMALE EMPLOYEES WORKING IN ONE PLACE IN ST. LOUIS.

Employee, age, and wages per week.	Cost per year for clothing.										
	Suits.		Waists.		Hats.		Underwear.		Skirts.	Shoes.	Hosiery.
	Sum-mer.	Win-ter.	Sum-mer.	Win-ter.	Sum-mer.	Win-ter.	Sum-mer.	Win-ter.			
No. 1, 16 years, \$6.....	\$10.00	\$15.00	\$5.00	\$4.00	\$5.00	\$6.00	\$3.00	\$2.50	\$5.00	\$9.00	\$12.00
No. 2, 18 years, \$6.....	.....	15.00	8.50	6.00	3.50	3.00	5.00	5.00	6.00	10.50	12.00
No. 3, 20 years, \$7.....	15.00	15.00	6.00	4.00	6.00	4.00	1.00	1.50	.....	7.50	3.00
No. 4, 24 years, \$8.....	15.00	20.00	4.00	4.00	3.00	3.00	3.00	3.00	3.00	9.00	26.00
No. 5, over 24 years, \$8.....	15.00	15.00	5.00	6.00	4.00	4.00	2.00	3.00	10.00	18.00	6.00
No. 6, over 24 years, \$8.....	15.00	15.00	6.00	6.00	4.00	3.00	1.50	3.00	5.00	20.00	6.00
No. 7, over 24 years, \$9.....	.....	7.50	3.00	2.00	3.00	3.00	1.25	1.50	5.00	3.50	2.50
No. 8, over 24 years, \$9.....	.....	7.50	3.00	3.00	5.00	5.00	2.00	1.50	4.00	12.00	3.00
No. 9, over 24 years, \$10.....	.....	.....	7.50	7.50	5.00	5.00	3.50	2.00	10.00	3.50	3.00
No. 10, over 24 years, \$13.....	7.50	.....	2.50	1.25	2.50	2.50	1.50	3.00	5.00	3.00	.50
Average.....	7.75	11.00	5.05	4.37½	4.10	3.85	2.37½	2.80	5.30	7.98	7.40

	Coats.	Petti-coats.	Gloves.	Accessories.	Toilet articles.	Corsets.	Total.
No. 1, 16 years, \$6.....	\$6.66	\$3.00	\$4.00	\$5.00	\$1.50	\$2.00	² \$96.88
No. 2, 18 years, \$6.....	3.33	5.00	3.00	2.00	3.00	5.00	95.83
No. 3, 20 years, \$7.....	7.50	3.00	1.50	2.00	3.00	3.00	83.00
No. 4, 24 years, \$8.....	10.00	4.00	4.00	5.00	3.00	2.00	121.00
No. 5, over 24 years, \$8.....	5.00	1.50	2.00	5.00	2.00	3.00	106.50
No. 6, over 24 years, \$8.....	5.00	3.00	3.00	.....	2.00	6.00	103.50
No. 7, over 24 years, \$9.....	8.00	5.00	2.00	3.00	.50	1.00	51.75
No. 8, over 24 years, \$9.....	7.50	2.00	3.00	3.00	2.00	2.00	² 67.50
No. 9, over 24 years, \$10.....	6.75	3.00	3.00	3.00	2.00	1.00	65.75
No. 10, over 24 years, \$13.....	3.75	1.25	.69	.50	1.50	.75	37.69
Average.....	6.34	3.07½	2.62	2.85	2.05	2.57½	83.11

¹ This figure is not the correct average of the items; it is copied from the report.² This figure is not the correct total of the items; it is copied from the report.

The school of social economy of Washington University conducted an auxiliary investigation into the cost of living in St. Louis, wages in 13 selected industries, and wages of 1,569 women employed in the men's clothing industry.

A study of the cost of living in 1,200 cases in Kansas City, St. Louis, and elsewhere gave the following estimate per week for working women: Food, \$3.50; rent, \$2; clothing, \$1.53; laundry, 25 cents; car fare, 60 cents; amusements, 20 cents; vacation, 10 cents; church, 5 cents; insurance, 10 cents; medical attention, 20 cents; total, \$8.53.

As to wages in the selected industries, namely, clothing, boots and shoes, tobacco, printing and binding, millinery, grocer's sundries, candy, drugs, bags and baggage, paper boxes, cotton, and fur, investigation showed that 40.8 per cent of the 7,562 women employed received less than \$7 per week. In drug making 68.8 per cent of the women employed earned less than \$7 per week, while in printing and binding only 27.4 per cent earned less than \$7 per week.

In the men's clothing industry, figures were secured relative to the wages of 1,569 women, or more than 60 per cent of the total

employed in the industry. The data cover the wages of all female employees on the regular factory pay rolls.

The following table shows the number and per cent receiving each classified weekly amount:

NUMBER AND PER CENT OF FEMALES EARNING EACH CLASSIFIED AMOUNT OF WEEKLY WAGES IN MEN'S CLOTHING FACTORIES, ST. LOUIS.

Wages per week.	Number.	Per cent.
Under \$3.....	160	10.19
\$3 to \$3.99.....	147	9.37
\$4 to \$4.99.....	126	8.03
\$5 to \$5.99.....	183	11.67
\$6 to \$6.99.....	172	10.97
\$7 to \$7.99.....	167	10.64
\$8 to \$8.99.....	189	12.04
\$9 to \$9.99.....	148	9.43
\$10 to \$11.99.....	186	11.86
\$12 to \$14.99.....	79	5.04
\$15 and over.....	12	.76
Total.....	1,569	100.00

From this table it appears that 50.23 per cent of the total females employed earn less than \$7 per week and more than 60 per cent average less than \$8 per week.

The investigation made by this department of Washington University revealed great irregularity of employment in two factories manufacturing men's clothing, as is shown in the following statement:

IRREGULARITY OF EMPLOYMENT OF FEMALES IN TWO MEN'S CLOTHING FACTORIES IN ST. LOUIS.

Weeks of employment.	Number of women.	Per cent.
Not over 4 weeks.....	155	31.19
5 to 9 weeks.....	58	11.66
10 to 12 weeks.....	29	5.83
13 to 16 weeks.....	23	4.63
17 to 20 weeks.....	24	4.83
21 to 24 weeks.....	12	2.42
25 to 28 weeks.....	7	1.41
29 to 32 weeks.....	17	3.42
33 to 36 weeks.....	17	3.42
37 to 40 weeks.....	17	3.42
41 to 44 weeks.....	14	2.82
45 to 48 weeks.....	22	4.43
49 to 52 weeks.....	102	20.52
Total.....	497	100.00

The commission recommends minimum-wage legislation. In their opinion "there ought to be remedial legislation—either by a law fixing a minimum wage for women and girls or by the establishment of a wage board to adjust the pay of women in various parts of the State to insure for them an income sufficient at least to clothe and feed them properly. In our judgment, a commission with power to fix wages in the various occupations and to grade same, from beginner to the expert, would be best."

OREGON (POWER LAUNDRIES IN PORTLAND).

A report of the Industrial Welfare Commission of the State of Oregon on the power laundries in Portland, 1914, embodies the results of an investigation undertaken to ascertain whether in the power laundry industry: (1) The physical demands of the work are excessive for the strength of the average woman worker, (2) whether ventilation is sufficient to insure the reasonable comfort of the employee, (3) whether the nature of the work is such that a learner's period with reduced wage is necessary in all departments, and (4) the extent to which the short week in the laundry industry interferes with the earning of a living wage.

Power laundries to the number of 17 were dealt with, employing 1,157 persons, 768 of whom were women and 389 were men. Of the female employees, 13 were minors between 16 and 18 years of age.

Wages in laundries are based upon three kinds of service—namely, hourly, weekly, and piecework. Of the 768 women employed, 455 were paid by the hour, 254 by the week, and 59 by the piece. Of the total number employed, 148 were office employees, markers, and sorters—occupations which are usually grouped together as being of a clerical nature—and 620 were employed in distinctly laundering processes. Of the 254 employees paid by the week, 137 were office employees, markers, and sorters. Thus it is seen that only 117, or less than 19 per cent of the 620 women employed in laundering processes, were assured of a fixed weekly wage. The wages of the 514 employees not paid by the week vary from week to week, even when a normal week's work of from 48 to 53 hours is put in. The only two classes of employees paid by the piece are the hand ironers and machine operators.

Wage data tabulated for 726 women working over 36 hours per week show that slightly more than 29 per cent received under \$8 per week and 54.9 per cent received under \$9 per week.

Eight dollars and twenty-five cents a week was established as a minimum wage for women workers in the laundry industry in Portland by the industrial welfare commission. Yet according to the wage data collected it is found that more than one-fourth of the women employed receive less than \$8 per week and more than one-half receive less than \$9 per week. Only one group of 16 workers out of 180 receiving \$8 and under \$9 per week averaged as high as \$8.41.

The extent of unemployment is shown by the data collected from 242 women, covering the period from April, 1913, to April, 1914. Of these, 125 reported some time lost through unemployment, ranging from 1 week and less to 11 months. Forty-two had been out of work for from one to three weeks; 66 reported as being out

of work for from one to three months; 11 lost from four to six months; and 6 lost from seven to eleven months.

The varying length of the working week has been a prevailing characteristic of the industry. The weekly rush period of the laundries is from Monday noon till Friday noon. Nearly all of the employees lose at least one-half day's work and wages, and many lose more.

Of the 754 whose hours for one week were compared, 11.8 per cent, nearly one-eighth, on a nine-hour-a-day schedule, worked between 4 and 5 days a week; 46 per cent worked less than 50 hours; and 53.7 per cent worked from 50 to 54 hours.

Following the purpose of the inquiry at the outset, some recommendations are suggested for the improvement of the physical conditions of the laundries, the methods and arrangement of work, and the health and efficiency of the employees:

1. Reduce the temperature and humidity of the work rooms to a normal degree by use of exhaust fans, exhaust hoods over machines, and any natural or artificial means available.

2. Arrange departments and machinery so that the warmest and most exacting occupations will derive the greatest benefits from the ventilation.

3. Furnish heat-deflecting devices for machines on which they may be used, e. g., body ironers.

4. Install pneumatic attachments on press machines which women are expected to operate.

5. Shift employees at work so that the heat and strain of the different occupations may be distributed.

6. Furnish padding or mats for women to stand on who work on concrete floors.

7. Permit stools at work in many departments where they are not at present supplied.

8. Maintain toilets, dressing rooms, and the laundry as a whole in a clean, well-swept condition.

PENNSYLVANIA (WOMEN IN MERCANTILE ESTABLISHMENTS IN PHILADELPHIA).

As a part of its monthly bulletin, dated January, 1915, the Pennsylvania Department of Labor and Industry publishes the results of a study of the conditions of women in mercantile establishments in Philadelphia.

The investigation extended over the seven months from November 15, 1913, to June 15, 1914, and included 55 stores, 17 of which were department stores, 18 women's specialty stores, and 20 five and ten cent stores. These 55 stores employed 9,981 women, excluding those in workroom service and private office work. Wages, number of

employees, hours and conditions of work, seasonal employment, and educational or welfare work were points of special consideration, but in connection with wages data on the cost of living of store women were also collected.

The body of the report is divided into four sections: (1) Organization, (2) general working conditions, (3) wages, and (4) working girls' budgets.

Under the head of organization is given a brief explanation of the nature of the duties of the various positions in the big department stores—the superintendent, the buyer, the assistant buyer, saleswomen, junior salesgirls, stock workers, cashiers, inspectors and wrappers, packers, messengers, clerical workers, and the contingent and extra force.

The volume of business in department stores is extremely irregular, varying by seasons, months, days, and hours of the day, and to meet this the numbers of the selling force must be correspondingly altered. The burden of this irregularity does not fall severely on the regular force, but so-called contingents or extras are employed for single days of the week or for a limited period on certain days in order to take care of the business during the busy periods. The situation will best be understood by quoting from the report:

With the exception of millinery and coat and suit saleswomen, there is a fairly regular force in all stores which is augmented from September to Christmas and during March and April. Beyond this all extremes of business are met by summoning some of the vast army of casual department store workers with which the city is supplied. Except before Christmas, when all stores increase their force, this supply of extra workers far exceeds the demand. There is also a group of full or part-time workers who are employed the year round and who are known as "contingent workers." In four stores from which information was secured there were found registered 392 of these contingents who work 2, 3, or 6 days each week. In addition to this, there are a great number who work in stores only when sent for or when the store advertises. The number of part-time workers and their distribution through the week show Monday and Saturday to be the busiest days. The following list of the number of contingents and extra help employed daily was taken from the records of one large store for November, 1913:

NUMBER OF "EXTRAS" EMPLOYED DAILY IN ONE DEPARTMENT STORE IN NOVEMBER, 1913.

	Monday.	Tuesday.	Wednesday.	Thursday.	Friday.	Saturday.
First week.....						190
Second week.....	191	68	96	127	65	189
Third week.....	199	89	105	125	78	198
Fourth week.....	193	93	117	139	88	184
Fifth week.....	192	99	146	Holiday.	140	217

The stores arrange for special days or for the busy hours of the day in many ways. Each store has a force of from 25 to 50 so-called regular full-time contingents who work the same hours as regular saleswomen, but unlike them do not belong to a department. They are assigned to places as the supply is needed, and sometimes serve in as many as five departments in one day. "Contingents" are usually found at aisle tables, where bargains are for sale. The reason for regularly assigning these girls to special "sales" is that bargain hunters get to know and look for the same girl. The life of a contingent is often not a pleasant one; she is put into a department temporarily and the regular girls often object to her presence, because she takes no part in the care of stock, is frequently obliged to ask questions, and often deprives the "regulars" of sales. The head of a department requires a girl many times a day to show her sales book and, if she is not maintaining a certain standard, removes her to another department. The "contingent" is often waiting her turn to be permanently assigned to a department; in the meantime she is gaining a knowledge of a wide variety of merchandise.

The part-time contingents work every day from 11 to 5 o'clock or only two or three days a week from 10.30 to 4.30. Relief cashiers are also employed from 11 a. m. to 4 p. m. They go from desk to desk taking the place of the regular cashiers while they are at lunch. One store has stock girls who come in at 8 a. m. and act as relief cashiers from 11 to 4.30, when they go home.

It is apparent that there are many ways of increasing the force in order to have the maximum number in the middle of the day. One store has seven different schedules of hours that apply to their special help alone. To illustrate:

Daily.....	25 contingents..	10-5 or 11-4.
Wednesday and Thursday	25 contingents..	10.45-4.30.
Tuesday and Friday.....	10 contingents..	10.45-4.30.
Monday and Saturday.....	60 contingents..	10.45-5.
Two, three, or four days.....	others..	9.30-5 or 8-5.30.

Another store, in addition to about 50 registered contingents, engages some girls every morning between 8 and 10 o'clock, according as special sales, the weather, or absences in the regular force warrant. At the employment office in this store may be seen every day from 20 to 50 girls and women seeking a day's work for \$1. An average of about 25 of these are engaged daily. For some it is a case of first come, first served, but, as there is a chance of being taken on until 10 o'clock, many stay until that hour and only leave when they are told that no more are needed. Many girls are known who apply daily for weeks, thereby wasting time and car fare and secure only an occasional day's work. This is the only class of extra help known who are not notified when they will be needed.

The following schedule by months for 1913 shows to what extent extra help is used by the above house. The figures quoted represent the number of extra days' work monthly—not the number of girls working, as the same girl may appear over and over.

January.....	1, 100	July.....	1, 160
February.....	1, 175	August.....	1, 149
March.....	1, 470	September.....	1, 339
April.....	1, 333	October.....	1, 959
May.....	1, 862	November.....	2, 573
June.....	1, 716	December.....	2, 349

It is seen here that January and February and July and August are the dull months for "extras" and November the busy month. The table shows more days' extra work for November than for December, because after December 24 all extras were dropped. Next in importance to the Christmas season, which marks the height of retail-store business, come the first days of the month, when charge accounts soar, and Monday, Friday, and Saturday in each week. In addition most of the Philadelphia department stores hold a much-advertised sale one day each month. All stores keep a record of several hundred extra saleswomen, often former employees, who may be called upon to work from one to ten days a month, according to business demands, and who respond according to their ability to report when needed. When there is to be a special sale, it is not infrequent for a superintendent to send out 200 postal cards and have 60 applicants, so uncertain is this class of workers.

The plan of having contingent workers is unquestionably a benefit to the organization of a large house. It secures a fresh group of workers for the middle of the day and keeps the pay roll much lower than were these people to be carried right along. In one store contingents represent 6.2 per cent and in another 50 per cent of the number of regular saleswomen. In other stores they range from 10 to 15 per cent of the regular number. For the worker who has household duties this form of selling affords an additional occupation. The records of 27 part-time contingents in one store showed only four to be under 21 and one-third to be over 35 years of age—a fact which might indicate that they had outside responsibilities. A few contingents are students or school teachers desirous of earning extra money, but many are girls striving to get on the regular force. They are adaptable and serviceable as contingents, and unless they are fortunate enough to secure permanent employment in another store they usually remain such. Many girls try to make a livelihood by working two or three days a week for two or more different stores. There is no certainty of being engaged, however, if the weather and business are not good. Usually girls are told not to report in bad weather. One store claims to pay car fare if a girl is sent for and then not needed.

The working conditions are discussed under the heads of structure of buildings, basement selling, ventilation of basements, environment, provision for health and comfort, rest rooms, lunch rooms, wash rooms, coat rooms, toilets, seats, welfare work, educational classes, instruction in store systems, educational clubs and social life, medical service, benefit associations, normal hours, overtime, Sunday work, history of Christmas closing, holiday overtime, clerical workers, and stock taking.

The prevailing method of paying women in mercantile establishments in Philadelphia is by the flat rate or fixed sum per week. Affecting wages more or less indirectly are several practices, which are explained, such as commissions, premium money, employees' discount and charge accounts, clothing requirements, fines for lateness, and fines for mistakes.

The wages of women in five department stores are shown in the following table, by occupations:

WAGES OF WOMEN IN FIVE DEPARTMENT STORES, BY OCCUPATIONS, PHILADELPHIA, 1913-14.

Wages per week.	Occupations.												Total.	
	Messengers.		Inspectors, wrappers, and cashiers.		Tube cashiers.		Stock.		Saleswomen.		Clerical workers.			
	Num-ber.	Per-cent.	Num-ber.	Per-cent.	Num-ber.	Per-cent.	Num-ber.	Per-cent.	Num-ber.	Per-cent.	Num-ber.	Per-cent.	Num-ber.	Per-cent.
\$2.50 to \$2.99.....	140	48.3											140	1.8
\$3 to \$3.49.....	125	43.5	28	3.0			16	4.1			108	5.8	277	3.6
\$3.50 to \$3.99.....	7	2.5	38	4.1			34	8.7			76	4.1	155	2.0
\$4 to \$4.49.....	13	4.6	179	19.3			63	16.2	5	0.1	139	7.5	398	5.3
\$4.50 to \$4.99.....	3	1.1	112	12.1			47	12.1	10	.2	56	3.0	228	3.8
\$5 to \$5.49.....			93	10.0			51	13.1	40	1.0	226	12.1	410	5.4
\$5.50 to \$5.99.....			44	4.7			14	3.6	16	.4	42	2.3	116	1.5
\$6 to \$6.49.....			79	8.5	61	44.5	34	8.7	242	6.2	268	14.5	684	9.1
\$6.50 to \$6.99.....			20	2.2	9	6.6	1	.3	31	.8	26	1.4	87	1.1
\$7 to \$7.49.....			208	22.5	37	27.0	36	9.3	676	17.3	257	13.8	1,215	16.1
\$7.50 to \$7.99.....			8	.8	1	.7	1	.3	59	1.5	21	1.1	90	1.2
\$8 to \$8.49.....			90	9.7	14	10.2	23	5.9	1,023	26.1	230	12.4	1,380	18.3
\$8.50 to \$8.99.....			5	.5			4	1.0	88	2.2	9	.5	106	1.4
\$9 to \$9.49.....			18	1.9	5	3.7	21	5.4	453	11.5	130	7.0	627	8.3
\$9.50 to \$9.99.....			1	.1					67	1.7	4	.2	72	.9
\$10 to \$10.99.....			5	.5	5	3.7	18	4.6	411	10.5	104	5.6	543	7.2
\$11 to \$11.99.....			1	.1	1	.7	6	1.5	211	5.4	54	2.9	273	3.6
\$12 to \$12.99.....					3	2.2	9	2.3	203	5.2	26	1.4	241	3.2
\$13 to \$13.99.....					1	.7	5	1.3	113	2.9	16	.9	135	1.8
\$14 to \$14.99.....							2	.5	72	1.8	20	1.1	94	1.2
\$15 to \$15.99.....							1	.3	91	2.3	30	1.6	122	1.6
\$16 to \$17.99.....							2	.5	69	1.7	10	.5	81	1.0
\$18 to \$19.99.....							1	.3	23	.6	2	.1	26	.3
\$20 to \$24.99.....									14	.4	3	.2	17	.2
\$25.....									8	.2			8	.1
Total.....	288	100.0	929	100.0	137	100.0	389	100.0	3,925	100.0	1,857	100.0	7,525	100.0

Except as to saleswomen there were no additional earnings to the weekly rate in the above classes. Scarcely over one-fourth of the saleswomen in all five stores were receiving additions to their weekly rates. Saleswomen comprise 52.1 per cent of all store workers and of these 53.5 per cent receive under \$8.50 per week.

As to regularity of employment, it is stated that taking the number employed during the month of May as the normal force, or 100 per cent, it appears that during the month of December there is an increase of 42 per cent and during the month of August a decrease of 27 per cent. This indicates the number of temporary and intermittent department store workers at the command of large department stores for busy seasons.

Schedules as to the cost of living were secured from 788 girls. Of these 502, or 63.7 per cent, were found to be living at home and 286, or 36.3 per cent, were adrift. The term "adrift" designates those who are self-supporting and living in private families other than their own, and also married women who support a family, single

women or widows who are at the head of a household, and women living in boarding or lodging houses.

As to the age and experience of women found in these two groups, material was limited to one store only, employing 1,300 women. Of 290 women reporting it was found that the average age of 125 adrift and of 165 living at home was 28.8 years and 20.7 years, respectively. The average years of experience of those adrift was 4.6 and of those living at home 1.7.

The following table shows the cost of food and shelter for 286 women adrift who were living in various ways:

COMPARATIVE COST OF DIFFERENT MODES OF LIVING OF DEPARTMENT STORE WOMEN ADRIFT, PHILADELPHIA, 1913-14.

Modes of living.	Women reporting.		Average weekly earnings.	Average weekly cost of food and shelter.
	Number.	Per cent.		
Boarding and lodging.....	123	43.0	\$9.72	\$5.23
Private families.....	89	31.1	7.43	4.95
Keeping house.....	70	24.5	7.87	3.62
Organized boarding homes.....	4	1.4	7.17	3.79
Total and average.....	286	100.0	¹ 8.05	² 4.40

¹ Obtained by dividing total earnings of all the girls by the total number of girls.

² Obtained by dividing total cost of food and shelter for all the girls by total number of girls.

As to other items of expenditure it was found that the average weekly expenditure was for clothing \$1.71; for car fare 60 cents; for recreation 17 cents; and for laundry, health, insurance, and all incidentals \$1.65—a total of \$8.53 per week.

Of the "adrift" group, 58, or 32.1 per cent, besides paying their own board supported from 1 to 5 children or contributed to needy relatives in amounts varying from 10 cents to \$1.25 weekly. Information as to contributions to family was obtained from 181 saleswomen adrift and also from 181 living at home, and it is summarized in the following table:

NUMBER AND PER CENT OF SALESWOMEN ADRIFT AND LIVING AT HOME WHO CONTRIBUTED TO THE SUPPORT OF OTHERS THAN THEMSELVES.

Contributions to family.	Living at home.		Adrift.	
	Number.	Per cent.	Number.	Per cent.
Contributing part of earnings.....	116	64.1	58	32.1
Contributing all earnings.....	52	28.7	.....	.....
Not contributing.....	13	7.2	123	67.9
Total.....	181	100.0	181	100.0

**MASSACHUSETTS WORKMEN'S COMPENSATION EXPERIENCE,
JULY 1, 1912, TO SEPTEMBER 30, 1914.**

The following table shows the experience under the Massachusetts Workmen's Compensation Act from July 1, 1912, when the act went into effect, to September 30, 1914. The table covers all classifications for which pay rolls of not less than \$500,000 were reported. It was prepared by the Massachusetts Insurance Department for use in its forthcoming annual report and is here printed by permission of that department. It will be noticed that during the period covered the audited pay rolls upon which premiums were based, amounted to a total of \$823,183,540. The audited earned premiums amounted to \$7,484,263. The losses actually paid totaled \$1,936,965, of which \$362,628 was for death and specified injuries, \$961,576 for weekly indemnity, and \$612,761 for medical services. The total outstanding losses amounted to \$936,910, of which \$509,005 was for death and specified injuries, \$390,785 for weekly indemnity, and \$37,120 for medical services. The total losses incurred during the whole period amounted to \$2,873,875. The table also shows the variations in net loss cost and nonparticipating rates per \$100 pay roll for the different classifications.

MASSACHUSETTS WORKMEN'S COMPENSATION EXPERIENCE, IN PRINCIPAL CLASSIFICATIONS, TERMINATED
POLICIES JULY 1, 1912, TO SEPT. 30, 1914, INCLUSIVE.

Classification of risks.	Audited pay rolls upon which pre- miums are based.	Audited earned premiums.	Losses actually paid.				Estimated outstanding losses.				Per \$100 pay roll.	
			Death and spec- ified in- juries.	Weekly inden- nity.	Medical services.	Total paid.	Death and spec- ified in- juries.	Weekly inden- nity.	Med- ical serv- ices.	Total outstand- ing.	Total losses incurred.	Net loss cost. June, 1915.
Additions, alterations, and repairs of ex- isting buildings and plants.....	\$903, 463	\$32, 493	\$203	\$1, 928	\$1, 224	\$3, 355	\$1, 126		\$176	\$1, 302	\$4, 657	\$3. 18
Arms (small) manufacturers; not charging shells.....	2, 231, 247	19, 191	623	984	1, 409	3, 016			27	227	3, 243	.55
Automobile manufacturers.....	4, 446, 808	36, 312	2, 038	4, 494	5, 163	11, 715			1, 111	1, 989	13, 704	.31
Automobile dealers and automobile gar- ages.....	4, 454, 915	73, 158	1, 177	5, 570	5, 164	11, 911	120	510	187	817	12, 728	.29
Baby carriage manufacturers.....	1, 091, 697	6, 889	895	1, 226	771	2, 892		360		360	3, 252	.30
Bakers (bread, biscuit, and cracker).....	4, 981, 245	35, 407	1, 790	6, 785	3, 190	11, 765	3, 955	4, 892	107	8, 954	20, 719	.42
Bleacheries.....	804, 773	10, 231	294	661	719	1, 674	2, 095	1, 500		3, 595	5, 269	.65
Bobbin and spool (wood) manufacturers.....	730, 213	10, 539	1, 899	1, 664	1, 957	5, 520	1, 513	1, 516		3, 029	8, 549	1.17
Boiler makers.....	831, 142	20, 745	550	3, 987	2, 113	6, 650	2, 840	3, 970	106	6, 916	13, 566	1.63
Bookbinders.....	2, 395, 426	18, 377	325	1, 847	1, 473	3, 645	10	2, 065	53	2, 128	5, 773	.24
Boot and shoe manufacturers.....	82, 648, 723	462, 320	9, 181	37, 360	33, 335	79, 876	5, 193	15, 388	699	21, 278	101, 154	.12
Box (paper) manufacturers; folding; no paper making.....	3, 254, 212	33, 423	702	2, 673	3, 353	6, 728		900	7	907	7, 635	.23
Box (paper) manufacturers; solid; no paper making.....	1, 015, 567	10, 419	113	1, 824	1, 285	3, 222		1, 438	76	1, 514	4, 736	.47
Box (wood) manufacturers and packing case manufacturers, with machinery.....	2, 127, 266	32, 557	1, 817	3, 374	2, 495	7, 686	1, 190	1, 358	186	2, 734	10, 420	.49
Brass goods manufacturers and brass found- ries.....	2, 567, 182	64, 944	5, 964	8, 635	6, 057	20, 656	2, 276	4, 383	440	7, 099	27, 755	1.08
Breweries (with or without bottling).....	1, 523, 576	20, 118	1, 110	2, 131	1, 693	4, 934	1, 600	540	41	2, 181	7, 115	.47
Brick manufacturers, including clay dig- ging and quarrying; no mining.....	2, 946, 315	42, 557	6, 372	9, 674	4, 438	20, 483	13, 560	1, 628	429	15, 817	36, 300	1.23
Brush manufacturers; no sawmill.....	957, 194	16, 302	1, 160	2, 945	1, 863	5, 968	832	296		1, 128	7, 096	.74
Button manufacturers; not metal or cellu- loid.....	970, 218	4, 496	359	1, 034	401	1, 794			160	160	1, 954	.20
Calico printers.....	545, 968	4, 397	979	318	1, 192	2, 489			10	10	2, 499	.46
Candy and confectionery manufacturers.....	5, 194, 732	49, 112	1, 140	6, 633	4, 290	12, 063	2, 433	1, 104	557	4, 094	16, 157	.31
	4, 366, 673	35, 934	1, 085	4, 751	3, 693	9, 529	10	1, 969	84	2, 063	11, 592	.27

Car (railroad) manufacturers; no steel cars.	1,978,487	40,945	2,027	2,292	5,986	10,305	230	1,678	1,108	3,016	13,321	.67	1.75
Cardboard manufacturers; no pulp mill.	690,998	9,690	179	887	1,036	2,072	45	511	20	576	2,648	.38	1.50
Carpenters; construction work, not bridge building.	7,226,713	212,061	14,795	38,111	15,514	68,420	29,297	13,262	323	42,882	111,302	1.54	2.62
Carpenters; interior trim and cabinet work only.	2,267,740	38,836	1,650	3,485	1,564	6,499	1,853	316	132	2,301	8,800	.39	1.50
Carpenter shops and cabinet works (shop only).	2,220,849	36,339	4,981	6,003	2,461	13,445	10	3,673	151	3,834	17,279	.78	1.25
Carpet and rug manufacturers.	4,199,465	29,585	1,347	2,016	1,974	5,339	782	.....	331	1,113	6,452	.15	.50
Carriage, coach, and wagon manufacturers; not manufacturing railroad cars.	2,643,794	21,574	3,235	7,613	3,497	14,345	5,788	726	43	6,557	20,902	.79	.65
Cellar excavation; no caisson or subaqueous work.	1,354,752	51,842	3,881	9,112	4,608	17,601	4,575	4,602	44	9,221	26,822	1.98	3.37
Celluloid manufacturers.	516,289	23,729	143	400	855	1,398	.....	.....	132	132	1,530	.30	4.50
Celluloid goods manufacturers; no celluloid manufacturing.	1,503,590	18,620	154	911	1,382	2,447	367	285	215	867	3,314	.22	1.10
Chair manufacturers.	2,447,585	24,444	1,673	4,376	3,320	9,369	1,537	2,777	327	4,641	14,010	.57	.75
Chaufeurs (commercial).	3,321,580	53,614	1,398	3,344	2,771	7,513	6,920	260	68	7,248	14,761	.44	1.50
Chemical manufacturers (not otherwise classified).	521,859	12,934	38	696	431	1,165	.....	.....	.....	.....	1,165	.22	1.75
Chocolate manufacturers.	1,301,084	9,719	49	306	324	679	.....	.....	.....	.....	679	.05	.50
Cigar and cigarette manufacturers; no machinery.	2,403,382	6,759	.....	951	131	1,082	.....	.....	5	5	1,087	.05	.20
Cigar and cigarette manufacturers; with machinery.	1,380,669	6,247	.....	356	113	469	.....	.....	.....	.....	469	.03	.35
Clerical office employees, in manufacturing plants.	48,493,312	81,657	963	1,271	1,966	4,230	200	660	20	880	5,110	.01	.124
Clerical office employees, not in manufacturing plants.	51,577,586	71,636	190	2,688	1,963	4,841	3,220	1,548	138	4,906	9,747	.02	.10
Clothing and garment manufacturers.	6,821,100	29,135	476	1,971	2,048	4,495	.....	1,378	52	1,430	5,925	.09	.30
Clothing stores, wholesale or retail.	4,556,255	15,141	.....	788	840	1,628	200	.....	13	213	1,841	.04	.30
Clubhouses; not athletic, country, or yacht clubs.	1,243,170	6,309	.....	818	589	1,407	.....	.....	.....	.....	1,407	.11	.30
Coal merchants, receiving or shipping by land but not by water.	1,456,902	27,977	3,254	5,210	3,178	11,642	4,495	230	34	4,759	16,401	1.13	1.60
Coal merchants, receiving or shipping by water or by land and water.	1,723,351	46,090	5,553	13,163	4,157	22,873	11,551	1,967	106	13,624	36,497	2.12	2.25
Concrete work; buildings, reinforced concrete construction.	674,496	43,846	1,190	6,736	4,529	12,455	1,817	5,049	.....	6,806	19,321	2.86	6.00
Concrete work; floors or pavements of artificial stone or concrete.	872,246	15,253	760	626	671	2,057	1,230	216	.....	1,446	3,503	.40	1.50
Concrete work; foundations not over 20 feet high.	949,299	32,638	391	4,269	2,098	6,758	.....	1,344	113	1,457	8,215	.87	3.00
Conduits for electric wires; construction.	546,440	18,151	.....	465	605	1,070	.....	125	15	140	1,210	.22	3.00
Contractors; building masonry residences, private stables, etc.	1,375,123	33,897	1,750	5,271	2,031	9,052	7,818	6,864	38	14,720	23,772	1.73	2.43
Contractors; building wooden residences, private stables, etc.	8,579,701	181,499	3,960	16,071	6,557	26,588	8,146	5,084	203	13,433	40,021	.47	1.87
Coppersmiths; shop only.	507,393	6,319	820	766	450	2,036	1,870	.....	.....	1,870	3,906	.77	1.00
Cord and binder twine manufacturers; not cordage.	662,240	6,564	112	478	232	822	.....	1,896	.....	1,896	2,718	.41	.75
Cordage manufacturers.	1,190,593	22,706	1,322	1,665	711	3,698	17	2,074	.....	2,091	5,789	.49	1.75
Corset manufacturers.	883,553	3,670	.....	143	211	354	.....	.....	.....	.....	354	.04	.30

MASSACHUSETTS WORKMEN'S COMPENSATION EXPERIENCE, IN PRINCIPAL CLASSIFICATIONS, TERMINATED
POLICIES JULY 1, 1912, TO SEPT. 30, 1914, INCLUSIVE—Continued.

Classification of risks.	Audited pay rolls upon which pre- miums are based.	Audited earned premiums.	Losses actually paid.				Estimated outstanding losses.				Total losses incurred.	Per \$100 pay roll.	
			Death and spec- ified in- juries.	Weekly indem- nity.	Medical services.	Total paid.	Death and spec- ified in- juries.	Weekly indem- nity.	Med- ical serv- ices.	Total outstand- ing.		Net loss cost.	Non- par- tici- pating rates, June, 1915.
Counter heel and sole cutters and cut sole manufacturers.....	\$1,868,498	\$26,485	\$847	\$2,091	\$2,144	\$5,082	\$1,001	\$2,131	\$227	\$3,359	\$8,441	\$0.45	\$0.80
Cutlery manufacturers.....	967,056	10,214	258	373	553	1,184			60	60	1,244	.13	.55
Department stores, including 5 and 10 cent stores.....	10,295,495	46,788	994	3,777	3,412	8,183	2,783	2,408	284	5,475	13,658	.13	.35
Dredging, by floating dredges.....	631,475	21,122	1,502	1,948	832	4,282	2,432	501	86	3,019	7,301	1.16	3.00
Drivers.....	27,220,001	347,792	19,313	67,040	32,377	118,730	42,044	20,346	1,585	63,975	182,705	.67	1.12
Drop forging works.....	539,134	6,732	313	950	601	1,864			75	75	1,939	.36	1.12
Dry-goods stores.....	4,961,396	18,839		2,002	1,058	3,060			29	409	2,469	.07	.25
Dyers and finishers of textiles; new goods only.....	2,644,540	30,845	778	3,917	2,948	7,643	1,789	2,418	401	4,608	12,251	.46	.90
Electric apparatus manufacturers.....	2,366,787	23,289	552	2,734	2,632	5,918	237	2,089	47	2,373	8,291	.35	.70
Electrical equipment; installation and re- pairs within buildings.....	2,553,857	38,345	1,262	5,302	2,183	8,747	930	1,903	345	3,178	11,925	.47	1.31
Electric light and power companies; office operation, maintenance, etc.....	1,122,772	4,038			2	2					2		.37
Engravers.....	4,067,350	165,587	9,806	10,470	7,929	28,205	27,601	4,867	142	32,610	60,815	1.50	3.75
Eyeglass manufacturers.....	787,886	11,195		744	2,785	3,739		1,193		1,193	4,932	.63	1.50
Farm laborers; no blasting.....	572,810	4,678		212	181	393					393	.07	.60
Felted manufacturers.....	1,313,739	8,196	48	108	386	542					542	.04	.45
Fishing manufacturers.....	804,944	10,059	396	867	953	2,216					3,419	.42	1.12
Fish curers, packers, and dealers.....	661,072	8,398	901	2,748	840	4,489	1,227	1,395	109	1,203	7,220	1.09	1.00
Foundries, not otherwise classified.....	1,308,852	10,632	431	2,610	707	3,748	3,968	562	40	4,570	8,318	.64	.60
Furnace (house heater) manufacturers.....	3,452,677	59,615	523	7,415	5,252	13,190	58	3,065	869	3,992	17,182	.50	1.40
Furniture and chair works; assembling and finishing only.....	1,041,285	9,953		1,380	695	2,075					3,634	.35	.80
Furniture dealers; store only.....	636,642	5,564	42	1,356	695	2,093			30	30	2,123	.33	.60
Furniture manufacturing and finishing.....	1,811,687	7,607		1,110	1,168	2,278			73	2,570	4,848	.27	.35
Galvanized iron and sheet metal workers; shop.....	1,546,606	20,553	1,577	1,880	1,753	5,210	125	10	65	200	5,410	.35	.90
Gas and steam fitters; shop only.....	1,477,449	20,359	814	2,649	1,588	5,021	600		75	675	5,696	.39	1.00
	790,806	6,189	813	2,667	1,341	4,851	1,207	2,132	108	3,447	8,298	1.05	.75

Gas, steam, and hot water apparatus; fitting and installation, etc.	4,497,764	55,512	1,620	9,596	4,390	15,606	6,689	3,403	1,349	11,441	27,047	.60	1.12
Gas works; laying of mains and connections; no tunneling or blasting.	704,610	24,219	252	1,478	1,054	2,824	2,900	22	82	3,004	5,828	.83	3.00
Gas works; operating of gas house, maintenance of works, mains, etc.	2,886,049	50,099	1,432	5,506	4,384	11,522	1,969	3,341	175	5,485	17,007	.59	1.40
Glass (cut) manufacturers.	752,804	4,443	.....	484	299	783	.....	2,678	.....	2,678	3,461	.46	.50
Hardware manufacturers; not including stamping not otherwise classified.	1,378,620	12,018	559	1,591	1,678	3,828	.....	188	41	229	4,057	.29	.55
Hardware stores; no manufacturing.	1,832,300	8,045	.....	569	679	1,248	532	.....	28	560	1,808	.10	.35
Hat (not straw) manufacturers; including molding and manufacturing of felt.	1,617,662	9,080	.....	684	867	1,551	.....	50	33	83	1,634	.10	.40
Hat (straw) manufacturers.	2,816,704	10,827	.....	725	648	1,373	.....	1,993	7	2,000	3,373	.12	.25
Hay, straw, and feed dealers.	581,429	4,031	.....	1,285	1,019	2,304	.....	323	45	363	2,672	.46	.55
Hide and leather dealers; no manufacturing.	1,308,883	5,823	.....	773	506	1,279	.....	.....	17	17	1,296	.10	.35
Hosiery manufacturers.	3,369,579	20,331	.....	1,695	1,163	4,029	1,595	848	7	2,463	6,492	.19	.35
Hospitals.	1,823,252	7,966	1,171	1,995	1,534	1,558	.....	413	20	420	1,978	.11	.30
Hotels, excluding laundry.	9,145,538	43,240	685	8,971	5,070	14,736	2,028	1,250	107	3,385	18,111	.20	.30
Ice dealers; no harvesting.	1,834,834	38,157	2,021	5,013	5,074	12,108	7,716	25	125	7,866	19,974	1.09	1.75
Instrument manufacturers (professional or scientific), not otherwise classified.	723,516	3,388	175	401	426	1,002	345	138	.....	483	1,485	.26	.45
Jewelry manufacturers.	8,959,325	67,256	973	6,368	3,955	11,296	.....	744	140	684	12,180	.14	.40
Jewelry stores; wholesale or retail.	1,273,758	4,296	.....	296	264	1,560	.....	.....	8	8	10,568	.04	.30
Jute yarn manufacturers.	2,551,207	26,236	1,803	1,680	4,331	7,814	2,359	14	540	2,913	10,727	.42	.75
Knitting mills.	1,569,652	8,530	1,672	1,528	9,928	4,128	.....	438	22	460	4,588	.29	.35
Knitting mills (from cop yarn); no manufacturing.	1,715,980	6,622	.....	1,488	896	2,384	.....	1,638	57	1,695	4,079	.24	.30
Last manufacturers.	1,243,208	18,679	2,152	1,390	763	4,305	1,152	.....	4	1,156	5,461	.44	1.20
Laundries (not wet wash or hand laundries)	1,893,774	45,682	48	3,961	1,199	5,208	2,373	4,578	121	7,072	12,280	.65	1.40
Leather dressers.	568,895	8,157	218	333	362	913	.....	.....	37	37	1,289	.17	1.00
Leather wearing apparel manufacturers.	769,729	5,393	173	536	543	1,252	.....	.....	54	54	1,421	.17	.35
Linen manufacturers.	818,506	5,278	48	804	515	1,367	.....	144	.....	144	2,567	.21	.60
Lithographers.	1,251,277	9,845	985	616	822	2,423	.....	.....	235	5,074	12,727	1.08	2.00
Livery and boarding stables; not selling.	1,175,847	26,382	847	4,903	1,903	7,653	4,039	800	.....	10,820	10,820	.64	1.35
Lumber yards; commercial; no mill.	1,702,393	27,897	510	6,077	2,804	9,391	3,300	1,098	31	1,429	24,213	.67	1.20
Machine shops; with foundry.	3,600,911	53,354	3,388	8,550	5,130	17,068	4,665	1,900	580	7,145	69,684	.42	.80
Machine shops; without foundry.	16,000,544	179,502	12,443	23,717	20,262	56,422	9,262	3,508	492	13,262	69,684	.42	.80
Marble cutters and polishers; no quarrying.	837,521	8,552	708	2,198	1,283	4,189	.....	685	.....	685	4,874	.58	.90
Marketmen, butchers, meat, and provision stores.	4,690,283	18,953	619	5,821	4,884	11,324	2,280	1,096	172	3,548	14,872	.32	.30
Masonry work (not otherwise classified); no blasting.	5,729,471	243,871	20,488	43,469	15,045	79,002	23,787	8,606	241	32,634	111,636	1.95	3.75
Mercantile or manufacturing premises; care, custody, and maintenance.	2,287,204	24,147	2,544	6,176	1,290	10,010	3,936	.....	102	4,038	14,048	.61	.85
Milk dealers; store or depot only.	842,905	5,288	559	1,212	1,433	3,204	.....	50	9	59	3,263	.39	.50
Millwrights; erecting and repairing machinery.	1,564,526	27,568	3,423	3,252	1,691	8,366	2,052	1,473	144	3,689	12,035	.77	1.68
Morocco dressers.	976,660	13,929	1,337	1,369	1,000	3,706	.....	.....	16	16	3,722	.38	1.00
Motorcycle and motorcycle parts manufacturers.	2,917,866	24,545	1,401	3,578	4,707	9,686	40	3,813	.....	3,853	13,539	.46	.60
Newspaper offices.	2,928,988	20,767	418	1,529	1,129	3,076	2,250	126	.....	2,376	5,452	.19	.60

MASSACHUSETTS WORKMEN'S COMPENSATION EXPERIENCE, IN PRINCIPAL CLASSIFICATIONS, TERMINATED
POLICIES JULY 1, 1912, TO SEPT. 30, 1914, INCLUSIVE—Continued.

Classification of risks.	Audited pay rolls upon which pre- miums are based.	Audited earned premiums.	Losses actually paid.				Estimated outstanding losses.				Total losses incurred.	Per \$100 pay roll.	
			Death and spec- ified in- juries.	Weekly in- dem- nity.	Medical services.	Total paid.	Death and spec- ified in- juries.	Weekly in- dem- nity.	Med- ical serv- ices.	Total outstand- ing.		Net loss cost.	Non- par- tic- ipat- ing rates, June, 1915.
Office buildings; care, custody, and main- tenance.....	\$3,429,051	\$36,314	\$909	\$6,831	\$2,240	\$9,980	\$4,120	\$4,581	\$33	\$8,734	\$18,714	\$0.55	\$0.85
Oil distributing companies.....	847,142	12,605	.....	742	388	1,130	.....	1,753	.....	1,753	2,912	.34	1.31
Optical goods manufacturers.....	1,562,167	5,744	240	1,669	1,351	3,260	2,345	2,411	11	4,767	8,027	.51	.30
Paint manufacturers; no lead manufac- turers.....	526,038	4,212	1,009	2,010	953	3,972	468	1,759	.....	2,227	6,199	1.18	.50
Painting and decorating; away from shop.....	2,029,679	57,112	2,574	16,736	3,904	23,214	10,706	8,679	275	19,660	42,874	2.11	2.43
Painting and decorating; interior work exclusively, away from shop.....	2,998,394	44,762	.....	4,089	1,049	5,138	.....	4,779	48	4,827	9,965	.33	1.31
Paper coating and finishing.....	1,947,483	15,393	299	2,607	1,585	4,491	.....	.....	398	398	4,889	.25	.65
Paviors, including shops and yards.....	1,502,648	8,747	.....	928	473	1,401	.....	.....	.....	.....	1,401	.28	1.50
Piano manufacturers.....	1,787,177	9,798	2,125	2,298	1,215	5,638	3,005	1,055	.....	4,060	9,698	.54	.45
Piano manufacturers; assembling only.....	831,284	4,962	485	822	363	1,670	.....	7	40	47	1,717	.21	.40
Planoforte case manufacturers.....	861,658	4,665	621	984	936	2,541	319	559	117	918	3,459	.40	.45
Planing and molding mills.....	1,963,190	44,932	3,266	4,179	2,083	10,128	3,100	3,151	130	6,308	16,496	.84	1.90
Plasterers.....	1,980,718	29,890	1,472	10,920	1,645	14,037	828	1,776	.....	2,734	16,771	.85	1.31
Plumbers; including house connections and shop.....	5,005,411	70,574	826	10,749	4,671	16,246	7,907	3,567	175	11,649	27,895	.56	1.12
Printers, power.....	8,238,710	66,180	3,219	8,489	4,075	15,783	6,555	4,677	30	11,262	27,045	.33	.60
Professors and teachers (not veterinary nor manual training).....	1,745,915	2,248	.....	79	43	122	.....	.....	.....	.....	122	.01	.10
Publishers.....	3,928,381	29,879	769	3,456	2,219	6,444	.....	1,168	31	1,199	7,643	.19	.60
Pulp and paper manufacturers; no saw or barking mills, and no sulphite or other fibrous pulp making.....	2,528,321	42,805	5,418	4,765	3,711	13,894	3,340	2,496	729	6,565	20,459	.81	1.75
Pump manufacturers (metal).....	1,165,038	15,134	106	1,099	3,196	4,401	.....	60	40	100	4,501	.39	1.00
Quarries, bluestone, granite, or marble.....	902,425	38,629	3,107	2,428	1,796	7,331	1,987	1,266	42	3,295	10,626	1.18	3.75
Radiator manufacturers.....	1,704,842	13,368	507	1,647	5,551	7,705	.....	.....	.....	.....	7,705	.45	.75
Railroad construction, steam; no blasting, tunneling, or bridge building.....	815,907	39,255	4,337	2,921	2,152	9,410	2,298	.....	.....	2,298	11,708	1.44	3.93
Restaurants and counter lunch rooms.....	7,048,058	34,681	598	7,024	4,607	12,229	1,740	1,431	153	3,324	15,553	.22	.35
Road or street making; no quarrying.....	2,602,775	54,326	3,445	9,904	4,012	17,361	7,877	4,165	289	12,331	29,692	1.14	1.67

Roofers, not otherwise classified.....	527, 285	20, 954	2, 190	4, 548	1, 592	8, 330	7, 063	4, 603	98	11, 764	20, 064	3. 81
Rubber boot and shoe manufacturers.....	3, 555, 652	29, 808	823	2, 207	1, 816	4, 846	.....	4, 452	22	474	5, 320	. 15
Rubber garment manufacturers; no rubber mill.....	1, 266, 746	9, 371	.....	253	442	695	.....	.....	.....	.....	695	. 05
Rubber goods, not otherwise classified.....	3, 752, 925	49, 411	4, 700	10, 157	6, 977	21, 834	1, 569	3, 506	477	5, 552	27, 386	. 73
Rubber hose manufacturers; no rubber mill.....	723, 273	8, 914	312	1, 363	721	2, 396	.....	422	73	495	2, 891	. 40
Salesmen (outside), collectors, and messengers.....	11, 156, 098	18, 873	.....	1, 045	703	1, 748	.....	.....	.....	.....	1, 748	. 02
Sawmills.....	707, 142	23, 789	615	4, 143	2, 149	6, 907	.....	2, 117	.....	2, 117	9, 024	. 28
Screw manufacturers.....	1, 319, 746	11, 882	822	1, 444	3, 239	5, 505	24	10	.....	34	5, 539	. 42
Ship and boat builders, steel; shop and yard work.....	4, 723, 084	142, 621	6, 284	11, 940	9, 951	28, 175	10, 809	10, 925	200	21, 934	50, 109	1. 06
Shirt, collar, and cuff manufacturers, including laundry.....	1, 586, 063	6, 457	142	1, 124	525	1, 791	.....	420	.....	420	2, 211	. 14
Shoe and harness blacking manufacturers.....	512, 428	4, 429	657	736	342	1, 735	2, 228	200	14	2, 442	4, 177	. 82
Shoe-stock manufacturers.....	2, 329, 568	34, 238	704	3, 781	2, 598	7, 083	.....	477	80	557	7, 640	. 33
Silk manufacturers.....	3, 046, 386	10, 960	.....	497	761	1, 278	.....	.....	33	33	1, 311	. 04
Silverware manufacturers.....	2, 554, 549	17, 879	772	1, 290	849	2, 911	100	525	.....	625	3, 536	. 14
Sporting goods manufacturers.....	1, 152, 652	8, 386	382	1, 703	1, 262	2, 347	.....	.....	165	165	2, 512	. 22
Stablemen, not selling.....	666, 138	15, 547	849	1, 846	997	3, 692	6, 101	1, 511	.....	7, 612	11, 304	1. 70
Stationery manufacturers; no paper making employees and freight handlers.....	3, 717, 298	22, 846	1, 534	2, 455	3, 486	7, 475	2, 549	292	210	3, 051	10, 526	. 28
Steamship agents and stevedores; wharf employees and freight handlers.....	1, 894, 889	79, 315	8, 362	21, 805	6, 892	37, 059	11, 960	13, 738	348	26, 046	63, 105	3. 33
Steel works; shop fabricating, railings, balconies, fire escapes, etc.....	544, 169	12, 412	144	859	1, 048	2, 051	.....	450	68	518	2, 569	. 47
Steel works; rolling mills, bars only, no blast furnace.....	1, 192, 393	26, 562	733	1, 679	1, 197	3, 009	1, 125	2, 270	61	3, 456	7, 065	. 59
Stone cutters and polishers; yard work only.....	2, 557, 816	26, 691	2, 756	3, 185	2, 038	7, 979	6, 793	712	82	7, 587	15, 566	. 61
Storage (cold).....	625, 704	10, 388	820	519	526	1, 865	4, 280	.....	.....	4, 280	6, 145	. 98
Stores (not otherwise classified), retail.....	23, 414, 297	66, 980	553	8, 111	8, 321	16, 985	2, 750	675	238	3, 663	20, 648	. 09
Stores (not otherwise classified), wholesale.....	8, 231, 161	34, 749	947	7, 029	4, 158	12, 134	.....	31	231	262	12, 396	. 15
Stores (not otherwise classified), both wholesale and retail.....	5, 276, 992	18, 479	646	1, 947	1, 834	4, 427	36	250	88	374	4, 801	. 09
Stove manufacturers; not sheet iron.....	1, 261, 276	10, 488	376	2, 607	707	3, 690	.....	.....	.....	.....	3, 690	. 29
Street railway companies, electric; all systems (urban and interurban).....	23, 410, 564	417, 313	15, 229	39, 806	25, 909	80, 944	35, 760	23, 477	5, 982	65, 219	146, 163	. 62
Sugar refiners.....	1, 108, 804	14, 709	449	1, 519	792	2, 760	1, 345	50	.....	1, 395	4, 155	. 57
Suspender manufacturers.....	656, 362	4, 053	48	181	307	536	600	.....	92	692	1, 228	. 19
Tack manufacturers.....	1, 051, 359	7, 698	114	204	251	569	.....	.....	.....	.....	569	. 05
Tag, check, or label manufacturers (paper or cardboard only, no paper making).....	1, 830, 708	13, 825	108	603	1, 609	2, 320	.....	141	.....	141	2, 461	. 13
Tailor store, with or without manufacturing.....	508, 429	2, 149	.....	199	115	314	.....	.....	.....	.....	314	. 06
Tanners.....	6, 275, 695	76, 942	4, 797	6, 775	5, 932	17, 504	5, 108	3, 184	457	8, 749	26, 253	. 42
Telegraph and telephone apparatus manufacturers.....	517, 574	4, 341	.....	194	431	625	.....	.....	.....	.....	625	. 12
Textile manufacturers; cotton and woolen mills, excluding shoddy manufacturers.....	115, 923, 362	734, 654	34, 738	107, 058	69, 465	211, 261	27, 817	55, 720	4, 208	87, 745	299, 006	. 26
Textile machinery manufacturers.....	5, 348, 125	41, 716	1, 607	5, 353	4, 604	11, 564	2, 667	2, 003	660	5, 380	16, 894	. 32

PRINCIPAL FEAT

States, etc.	Industries covered.	How election is made.		Defenses abrogated if employer does not elect.	Suits for damages a
		By employer.	By employee.		
Compensation, elective.					
Alaska. Ch. 71. Approved Apr. 29, 1915. In effect July 28, 1915.	Mining operations (including mills, ovens, and reduction works) in which 5 or more persons are employed.	Presumed in absence of written notice filed with United States commissioner.	Presumed in absence of written notice served on employer and filed with United States commissioner.	Assumed risks, fellow service, contributory negligence unless willful or due to intoxication.	Not permitted after tion under the act
Colorado (compulsory as to State and municipalities). Ch. —. Approved Apr. 10, 1915. In effect Aug. 1, 1915.	All except domestic and farm labor in which 4 or more persons are employed (casual employees excepted). ¹	Presumed in absence of written notice to commission; notice of acceptance or rejection to be posted.	Presumed in absence of notice to employer in writing.	Assumed risks, fellow service, and contributory negligence.	.....do.....
Connecticut. Ch. 138. Approved May 29, 1913. In effect Jan. 1, 1914. Amended, ch. 288, 1915.	All in which 5 or more persons are employed (outworkers and casual employees excepted). ¹	Presumed in absence of written notice.	Presumed in absence of written notice.	.....do.....	Not permitted after ing compensation.
Illinois (compulsory as to State and municipalities). P. 314. Approved June 10, 1911. In effect May 1, 1912. New act, June 28, 1913. Amended, p. —, 1915.	All (casual employees and those not exposed to hazards of employments excepted).	Presumed as to employers in designated extrahazardous employments in absence of written notice; other employers file notice.	Presumed in absence of written notice, if employer elects.	Assumed risks, fellow service, and contributory negligence, as to employers in designated extra hazardous employments (all work on farms, etc., excepted).	.....do.....
Indiana (compulsory as to State and municipalities). Ch. 106. Approved Mar. 8, 1915. In effect Sept. 1, 1915.	All except domestic and farm labor (casual employees excepted).	Presumed in absence of written notice, posted or served, and filed with industrial board.	Presumed in absence of written notice served on employer and filed with industrial board.	Contributory negligence, fellow service, and assumed risks.	.....do.....
Iowa (compulsory as to State and municipalities). Ch. 147. Approved Apr. 18, 1913. In effect July 1, 1914.	.....do.....	Presumed in absence of notice posted in establishment and filed with industrial commissioner.	Presumed in absence of written notice to employer and industrial commissioner.	Assumed risks and fellow service; contributory negligence unless willful.	.....do.....
Kansas. Ch. 218. Approved May 14, 1911. In effect Jan. 1, 1912. Amended, ch. 216, 1913.	"Especially dangerous" (enumerated list) where 5 or more workmen are employed. ¹	Presumed in absence of notice posted in establishment and filed with secretary of state.	Presumed in absence of written notice filed with secretary of state.	Assumed risks and fellow service; contributory negligence to be measured.	.....do.....
Louisiana (compulsory as to State and municipalities). No. 20. Approved June 18, 1914. In effect Jan. 1, 1915.	"Hazardous" (enumerated list, or as agreed or decided by court); others by voluntary contract.	Presumed in absence of written notice to employee.	Presumed in absence of written notice to employer.	Assumed risks, fellow service, and contributory negligence.	.....do.....
Maine (compulsory as to State, cities, and counties). Ch. 295. Approved Apr. 1, 1915. In effect Jan. 1, 1916.	All except domestic and agricultural labor (casual employees excepted).	Writing filed with commission and posted in establishment.	Presumed if employer elects; in absence of written notice to employer filed with commission.	As above, except for employers of not over 5 persons, and in logging operations	.....do.....
Michigan (compulsory as to State and municipalities). No. 10. Approved Mar. 20, 1912. In effect Sept. 1, 1912. Amended Nos. 50, 79, 156, 259, 1913; 104, 153, 170, 171, 1915.	All (casual employees excepted).	Writing filed with accident board.	Presumed in absence of written notice, if employer elects.	Assumed risks, fellow service, and contributory negligence, except in suits by domestic and farm laborers.	Not permitted after ing compensation less employer is fault on insurance miums.
Minnesota. Ch. 467. Approved Apr. 24, 1913. In effect Oct. 1, 1913. Amended, Chs. 193, 209, 1915.	All except steam railroads and domestic and agricultural labor (casual employees excepted).	Presumed in absence of notice posted in establishment and filed with commissioner of labor.	Presumed in absence of notice to employer and filed with commissioner of labor.	Assumed risks and fellow service; contributory negligence unless willful.	Not permitted after ing compensation.
Montana (compulsory as to public corporations and contractors therewith). Ch. 96. Approved Mar. 8, 1915. In effect July 1, 1915.	"Inherently hazardous" (extensive list); agricultural, domestic, and casual employees excepted.	Writing filed with accident board and posted in place of business.	Presumed in absence of written notice to employer and filed with board.	Contributory negligence, fellow service, and assumed risks.	.....do.....
Nebraska. Ch. 198. Approved Apr. 21, 1913. In effect July 17,	All employing 5 or more workmen, except rail-	Presumed in absence of notice	Presumed in absence of notice to	Assumed risks and fellow service; contributory	.....do.....

MAIN FEATURES OF LAWS RELATING TO WORKMEN'S COMPENSATION AND INSURANCE

for damages are—	Special contracts.	Burden of cost is on—	Security of payments.	To be compensated disability must continue—	Compensation	
					Death.	Total disability.
permitted after election under the act.	Waivers are forbidden.	Employer.....	Attachment may be had pending result of action, or employer may deposit cash or bond with court.	More than 2 weeks, but if for 8 weeks or more, payments run from date of injury.	\$3,000 to widow or minor orphan; \$600 to each child under 16 and to dependent parents, \$6,000 maximum. If single, \$1,200 to each dependent parent; no dependents, not over \$300 funeral and other expenses.	\$3,600, \$1,200 additional if wife, and \$600 for each child under 16. If unmarried, \$600 for each dependent parent. No total to exceed \$6,000.
.....	Act is exclusive where available.	.....do.....	Employer must insure in State fund or stock or mutual company, or give proof of solvency.	More than 3 weeks..	50 per cent of weekly wages, \$8 maximum, for 6 years, total not above \$2,500 nor less than \$1,000; no dependents, \$100.	50 per cent of weekly wages during term, \$8 maximum, \$5 minimum; full wages if less than \$5.
permitted after election of compensation.	Approved schemes may be substituted.	.....do.....	Employer must give proof of solvency or insure risks.	More than 10 days...	\$100 funeral expenses; 50 per cent of wages for 312 weeks; \$5 minimum, \$10 maximum.	50 per cent of earnings for not over 520 weeks; \$5 minimum, \$10 maximum.
.....	Employer may insure or maintain a benefit fund, but may not reduce liability fixed by law.	.....do.....	Employer must give proof of financial ability, furnish security, insure, or make other provision.	More than 6 working days; then compensation from eighth day; from second day of disability if total and permanent.	4 years' earnings; \$1,650 minimum, \$3,500 maximum; no dependents, \$150.	50 per cent of weekly earnings for 8 years; \$6 minimum, \$12 maximum, up to \$3,500. ²
.....	do.....	.....do.....	Employer must insure in absence of proof of solvency.	More than 2 weeks..	\$100 funeral expenses; 50 per cent of wages for 300 weeks; \$5 minimum, \$12 maximum.	55 per cent of wages for 500 weeks; \$5 minimum, \$12 maximum; total not over \$5,000.
.....	Approved schemes may be substituted, but no reduction of liability allowed.	.....do.....	Employer must give proof of solvency or insure risks.	.....do.....	Funeral expenses not over \$100; 50 per cent of wages for 300 weeks; \$5 minimum, \$10 maximum.	50 per cent of wages for 400 weeks; \$5 minimum, \$10 maximum.
.....	Approved schemes may be substituted.	.....do.....	Bond may be required to secure lump sums awarded by court. Insurers have rights and duties of insured employers.	.....do.....	3 years' earnings; \$1,200 minimum, \$3,600 maximum; no dependents, \$100.	50 per cent of weekly earnings; \$6 minimum, \$15 maximum, for not more than 8 years.
.....	No contract may relieve from liability.	.....do.....	Claims have same preference as wage debts.	.....do.....	\$100 funeral and last sickness; 25 to 50 per cent of weekly wages until death or remarriage of spouse, or child reaches age of 18.	50 per cent of weekly wages; \$3 minimum, \$10 maximum, for not over 400 weeks.
.....	Existing approved schemes may be continued; no waivers allowed.	.....do.....	Employer must insure or give proof of solvency and make deposit or give bond.	.....do.....	50 per cent of wages for 300 weeks; \$4 minimum, \$10 maximum; no dependents, \$200.	50 per cent of wages for 500 weeks; \$4 minimum, \$10 maximum; total not over \$3,000.
permitted after election of compensation, unless employer is in default on insurance premiums.	Forbidden.....	.....do.....	Employer must give proof of financial ability or procure State, mutual, or private insurance. If insolvent, claims are a first lien.	More than 2 weeks (payment from date of injury if disability lasts 8 weeks or more).	50 per cent of wages for 300 weeks; \$4 minimum, \$10 maximum; no dependents, \$200.	50 per cent of wages for not over 500 weeks; \$4 minimum, \$10 maximum, total not to exceed \$4,000.
permitted after election of compensation.	Employer may insure or maintain a benefit fund, but may not reduce liability fixed by law.	.....do.....	If insured employer is insolvent, claimants have lien on proceeds of policy.	More than 2 weeks..	\$100 funeral expenses; 25 to 60 per cent of wages for 300 weeks; \$6.50 minimum, \$11 maximum.	50 per cent of wages for 400 weeks; \$6.50 minimum, \$11 maximum; not over \$6.50 thereafter for 150 weeks; total not over \$5,000.
.....	Waivers are forbidden; hospital fund may be maintained.	On employer, except that hospital fund may be joint.	Employer must give proof of solvency or insure in company or with State fund.	.....do.....	\$75 funeral expenses; 30 to 50 per cent of wages for 400 weeks; \$6 minimum, \$10 maximum.	50 per cent of wages for 400 weeks; \$6 minimum, \$10 maximum; \$5 thereafter if permanent.
.....	Forbidden.....	Employer.....	If insured employer is insolvent, claims are enforceable directly	More than 2 weeks (payment from	\$100 funeral expenses; 50 per cent of wages for 350 weeks; \$5 minimum, \$10	50 per cent of wages for 300 weeks; \$5 minimum, \$10 maximum, then 4

PRINCIPAL FEATURES OF LAWS RELATING TO WORKMEN'S COMPENSATION AND INSURANCE.

Abrogated if does not elect.	Suits for damages are—	Special contracts.	Burden of cost is on—	Security of payments.	To be compensated disability must continue—	Compensation for—		
						Death.	Total disability.	Partial disability.
risks, fellow contributory unless willful intoxication.	Not permitted after elec- tion under the act.	Waivers are forbid- den.	Employer.....	Attachment may be had pending result of action, or employer may de- posit cash or bond with court.	More than 2 weeks, but if for 8 weeks or more, payments run from date of injury.	\$3,000 to widow or minor orphan; \$600 to each child under 16 and to de- pendent parents, \$6,000 maximum. If single, \$1,200 to each dependent parent; no dependents, not over \$300 funeral and other expenses.	\$3,600, \$1,200 additional if wife, and \$600 for each child under 16. If un- married, \$600 for each dependent parent. No total to exceed \$6,000.	Fixed sum injuries conjugal number
risks, fellow and contribu- tion.	.....do.....	Act is exclusive where available.	.....do.....	Employer must insure in State fund or stock or mutual company, or give proof of solvency.	More than 3 weeks..	50 per cent of weekly wages, \$8 maximum, for 6 years, total not above \$2,500 nor less than \$1,000; no dependents, \$100.	50 per cent of weekly wages during term, \$8 maximum, \$5 mini- mum; full wages if less than \$5.	50 per cent \$8 maxi- over \$2 for spec
risks, fellow serv- contributory as to em- designated ex- ous employ- work on farms, ted).	Not permitted after elect- ing compensation.	Approved schemes may be substitu- ted.	.....do.....	Employer must give proof of solvency or in- sure risks.	More than 10 days...	\$100 funeral expenses; 50 per cent of wages for 312 weeks; \$5 minimum, \$10 maximum.	50 per cent of earnings for not over 520 weeks; \$5 minimum, \$10 maxi- mum.	50 per cent crease; for not fixed ra- injuries
risks, fellow serv- contributory as to em- designated ex- ous employ- work on farms, ted).	.....do.....	Employer may in- sure or maintain a benefit fund, but may not reduce liability fixed by law.	.....do.....	Employer must give proof of financial ability, furnish security, insure, or make other provision.	More than 6 work- ing days; then compensation from eighth day; from second day of disability if total and permanent.	4 years' earnings; \$1,650 minimum, \$3,500 maxi- mum; no dependents, \$150.	50 per cent of weekly earn- ings for 8 years; \$6 mini- mum, \$12 maximum, up to \$3,500. ¹	50 per cent crease; for not years; specifie
y negligence, vice, and as- s.	.....do.....	.....do.....	.....do.....	Employer must insure in absence of proof of sol- vency.	More than 2 weeks..	\$100 funeral expenses; 50 per cent of wages for 300 weeks; \$5 minimum, \$12 maximum.	55 per cent of wages for 500 weeks; \$5 minimum, \$12 maximum; total not over \$5,000.	50 per cent not over wages above \$ \$10; sch- fixed inju-
ks and fellow contributory unless will-	.....do.....	Approved schemes may be substitu- ted, but no reduc- tion of liability allowed.	.....do.....	Employer must give proof of solvency or in- sure risks.	.....do.....	Funeral expenses not over \$100; 50 per cent of wages for 300 weeks; \$5 minimum, \$10 maxi- mum.	50 per cent of wages for 400 weeks; \$5 minimum, \$10 maximum.	Fixed ra- injuries for other \$10 maxi
ks and fellow contributory to be meas-	.....do.....	Approved schemes may be substitu- ted.	.....do.....	Bond may be required to secure lump sums awarded by court. In- surers have rights and duties of insured em- ployers.	.....do.....	3 years' earnings; \$1,200 minimum, \$3,600 maxi- mum; no dependents, \$100.	50 per cent of weekly earnings; \$6 minimum, \$15 maximum, for not more than 8 years.	25 to 50 per earnings; \$12 maxi- more th
ks, fellow and contribu- tion.	.....do.....	No contract may relieve from lia- bility.	.....do.....	Claims have same prefer- ence as wage debts.	.....do.....	\$100 funeral and last sick- ness; 25 to 50 per cent of weekly wages until death or remarriage of spouse, or child reaches age of 18.	50 per cent of weekly wages; \$3 minimum, \$10 maximum, for not over 400 weeks.	50 per cent crease; for not fixed ra- injuries
cept for em- not over 5 per- in logging op-	.....do.....	Existing approved schemes may be continued; no waivers allowed.	.....do.....	Employer must insure or give proof of solvency and make deposit or give bond.	.....do.....	50 per cent of wages for 300 weeks; \$4 minimum, \$10 maximum; no de- pendents, \$200.	50 per cent of wages for 500 weeks; \$4 minimum, \$10 maximum; total not over \$3,000.	.....do.....
ks, fellow serv- contributory except in domestic and ers.	Not permitted after elect- ing compensation, un- less employer is in de- fault on insurance pre- miums.	Forbidden.....	.....do.....	Employer must give proof of financial ability or procure State, mutual, or private insurance. If insolvent, claims are a first lien.	More than 2 weeks (payment from date of injury if disability lasts 8 weeks or more).	50 per cent of wages for 300 weeks; \$4 minimum, \$10 maximum; no de- pendents, \$200.	50 per cent of wages for not over 500 weeks; \$4 minimum, \$10 maxi- mum, total not to ex- ceed \$4,000.	50 per cent crease; for not fixed ra- injuries
ks and fellow contributory unless will-	Not permitted after elect- ing compensation.	Employer may in- sure or maintain a benefit fund, but may not reduce liability fixed by law.	.....do.....	If insured employer is in- solvent, claimants have lien on proceeds of policy.	More than 2 weeks..	\$100 funeral expenses; 25 to 60 per cent of wages for 300 weeks; \$6.50 mini- mum, \$11 maximum.	50 per cent of wages for 400 weeks; \$6.50 minimum, \$11 maximum; not over \$6.50 thereafter for 150 weeks; total not over \$5,000.	50 per cent crease; \$6.50 maximi- for spec
y negligence, ice, and as- s.	.....do.....	Waivers are forbid- den; hospital fund may be main- tained.	On employer, ex- cept that hospital fund may be joint.	Employer must give proof of solvency or insure in company or with State fund.	.....do.....	\$75 funeral expenses; 30 to 50 per cent of wages for 400 weeks, \$6 minimum, \$10 maximum.	50 per cent of wages for 400 weeks; \$6 minimum, \$10 maximum; \$5 thereafter if permanent.	50 per cent 150 wee- wages t \$6; fixe d inju
ks and fellow contributory unless willfuldo.....	Forbidden.....	Employer.....	If insured employer is	More than 2 weeks	\$100 funeral expenses; 50 per cent of wages for 300 weeks; \$5 minimum, \$10 maximum.	50 per cent of wages for 500 weeks; \$5 minimum, \$10 maximum; total not over \$3,000.	50 per cent crease; for not fixed ra- injuries

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Compensation for—		Time for notice and claim.	Disputes settled by—	Nonresident alien beneficiaries of deceased workmen.
Partial disability.	Medical and surgical aid.			
Fixed sums for specified injuries, varying with conjugal condition and number of children.	-----	Notice in 120 days; claim in 2 years.	Courts.....	
50 per cent of wage loss; \$8 maximum; total not over \$2,080; fixed scale for specified injuries.	During first 30 days, not over \$100 unless existing approved hospital scheme is continued.	Notice in 30 days; claim in 1 year.	Industrial commission; limited appeal to courts.	One-third benefits, not over \$1,000.
50 per cent of wage decrease; \$10 maximum, for not over 312 weeks; fixed rates for specified injuries.	Such as physician may deem reasonable and necessary.	Notice at once; claim in 1 year.	Compensation commissioners; appeal to courts.	Half rates, except as to residents of Canada or dependencies of the United States.
50 per cent of wage decrease; \$12 maximum, for not more than 8 years; fixed rates for specified injuries.	During first 8 weeks, not over \$200; physician or surgeon during disability unless employee prefers his own.	Notice as soon as practicable, not later than 30 days; claim in 6 months.	Arbitrators for each case, subject to review by industrial board and appeal to courts.	
50 per cent of wage loss for not over 300 weeks; no wages considered as above \$24 nor less than \$10; schedule for specified injuries.	During first 30 days.....	Notice in 30 days; claim in 2 years.	Industrial board; limited appeal to courts.	
Fixed rates for specified injuries; proportionate for others; \$5 minimum, \$10 maximum.	During first 2 weeks; not over \$100, including burial if injury was fatal.	Notice in 15 days; if in 30 days, not barred except as to extent employer was prejudiced; bar absolute after 90 days.	Industrial commissioner and two others as arbitrators; limited appeal to courts.	
25 to 50 per cent of weekly earnings; \$3 minimum, \$12 maximum, for not more than 8 years.	Only if employee dies leaving no dependents.	Notice in 10 days; claim in 6 months.	Local committees or arbitrators; court review allowed.	\$750 maximum except to residents of Canada.
50 per cent of wage decrease; \$10 maximum, for not over 300 weeks; fixed rates for specified injuries.	During first 2 weeks; not over \$100.	Notice of accident in 15 days, of death in 30 days; claim in 6 months.	Courts; agreements between employer and employee must be approved by courts.	
.....do.....	During first 2 weeks; not over \$30 unless ordered by commission.	Notice in 30 days; claim in 1 year.	Industrial accident commission; limited appeal to courts.	Half rates except as to residents of Canada.
50 per cent of wage decrease, \$10 maximum, for not over 300 weeks; fixed rates for specified injuries.	During first 3 weeks.....	Notice in 3 months; claim in 6 months.	Industrial accident board; arbitration; appeal to supreme court.	Included.
50 per cent of wage decrease for 300 weeks; \$6.50 minimum, \$11 maximum; fixed rates for specified injuries.	During first 90 days; not over \$100, or by order of court, \$200.	Notice in 14 days; if in 30 days, not barred except as to extent employer was prejudiced; bar absolute after 90 days.	Courts.....	Included.
50 per cent of wage loss for 150 weeks; benefits and wages to be not less than \$6; fixed rates for specified injuries.	During first 2 weeks, not over \$50 unless there is hospital fund.	Notice in 60 days, claim in 6 months.	Industrial accident board; appeal to courts.	Excluded, except half benefits to wife or children under 16 years, unless treaty provides otherwise.
50 per cent of wage decrease; \$10 maximum	During first 3 weeks; not to exceed \$200.	Notice as soon as practicable; claim in 6 months.	Arbitrators or dis-	Included (widows, children, and dependents, \$200.
fault on insurance premiums.		or private insurance. If insolvent, claims are a first lien.	date of injury if disability lasts 8 weeks or more).	

Forbidden.....	Employer.....	If insured employer is	More than 2 weeks	\$100 funeral expenses; 50 per cent of wages for 200 weeks; \$5 minimum	50 per cent of wages for 200 weeks; \$5 minimum	50 per cent of wages for 200 weeks; \$5 minimum
	effect Sept. 1, 1912. Amended Nos. 50, 79, 156, 250, 1913; 104, 153, 170, 171, 1915.			ployer elects.	suits by domestic and farm laborers.	fault on ins miums.
Minnesota. Ch. 467. Approved Apr. 24, 1913. In effect Oct. 1, 1913. Amended, Chs. 193, 209, 1915.	All except steam railroads and domestic and agricultural labor (casual employees excepted).	Presumed in absence of notice posted in establishment and filed with commissioner of labor.	Presumed in absence of notice to employer and filed with commissioner of labor.	Assumed risks and fellow service; contributory negligence unless willful.	Not permitted ing compens	
Montana (compulsory as to public corporations and contractors therewith). Ch. 96. Approved Mar. 8, 1915. In effect July 1, 1915.	"Inherently hazardous" (extensive list); agricultural, domestic, and casual employees excepted.	Writing filed with accident board and posted in place of business.	Presumed in absence of written notice to employer and filed with board.	Contributory negligence, fellow service, and assumed risks.	.....do.....	
Nebraska. Ch. 198. Approved Apr. 21, 1913. In effect July 1, 1913.	All employing 5 or more workmen, except railroads in interstate commerce and domestic and agricultural labor (casual employees and outworkers excepted).	Presumed in absence of notice posted in establishment and filed with insurance commissioner.	Presumed in absence of notice to employer and filed with insurance commissioner.	Assumed risks and fellow service; contributory negligence unless willful.	.....do.....	
New Hampshire. Ch. 163. Approved Apr. 15, 1911. In effect Jan. 1, 1912.	"Dangerous" (enumerated list).	Writing filed with commissioner of labor.	By accepting compensation or beginning proceedings under the act.	None (assumed risks, fellow service, and contributory negligence restricted by liability provisions of statute).	Permitted in compensation.	
New Jersey (compulsory as to State and municipalities). Ch. 95. Approved Apr. 4, 1911. In effect July 4, 1911. Amended, ch. 174, 1913; 244, 1914.	All (casual employees excepted).	Presumed in absence of written notice to employees.	Presumed in absence of written notice to employer.	Assumed risks and fellow service; contributory negligence unless willful.	Not permitted ing compens	
Pennsylvania (compulsory as to State and municipalities). No. 338. Approved June 2, 1915. In effect Jan. 1, 1916.	All except agricultural and domestic labor (casual employees excepted).	Presumed in absence of notice posted in establishment, given employee, and filed with compensation bureau.	Presumed in absence of written notice to employer and filed with compensation bureau.	Fellow service, assumption of risk, contributory negligence unless due to intoxication or recklessness. ³	.....do.....	
Rhode Island. Ch. 831. Approved Apr. 29, 1912. In effect Oct. 1, 1912. Amended, ch. 937, 1913; 1268, 1915.	All employing more than 5 workmen, except in domestic service and agriculture (casual employees and those earning over \$1,800 excepted).	Writing filed with commissioner of industrial statistics.	Presumed in absence of written notice, if employer elects.	Assumed risks, fellow service, and contributory negligence.	.....do.....	
Vermont. Ch. 164. Approved Apr. 1, 1915. In effect July 1, 1915.	All in which more than 10 persons are employed (domestic and casual employees and those earning over \$1,500 annually excepted). ¹	Presumed in absence of written agreement or notice to the contrary; municipalities vote.	Presumed in absence of written agreement or notice.	.....do.....	.....do.....	
Wisconsin (compulsory as to the State and municipalities). Ch. 50. Approved May 3, 1911. In effect same date. Amended, chs. 599, 707, 1913; 121, 241, 316, 369, 378, 462, 1915.	All (casual employees excepted).	Presumed as to employers of 4 or more persons (except farmers and railroads) in absence of notice filed with industrial commission; other employers file notice.	Presumed in absence of written notice to employer, if employer elects, except on railroads, where acceptance must be in writing.	Assumed risks; also fellow service and contributory negligence unless willful, if 4 or more employees (does not apply to farm labor).	.....do.....	
Compensation, compulsory.						
Arizona. Ch. 14 (extra session). Approved June 8, 1912. In effect Sept. 1, 1912. New act, May 13, 1913.	"Especially dangerous" (enumerated list); elective as to all others.				Permitted in compensation.	
California. Ch. 399. Approved Apr. 8, 1911. In effect Sept. 1, 1911. New act, May 26, 1913. Amended, chs. 541, 607, 662, 1915.	All except domestic and agricultural labor (casual employees excepted); elective as to excepted classes.				Permitted in compensation if was persons negligent.	
Canal Zone. Executive Order, Mar. 20, 1914. In effect Apr. 1, 1914.	All employees on Panama Canal or Railroad.				Not permitted	
Hawaii. No. 221. Approved Apr. 28, 1915. In effect July 1, 1915.	All industrial employment (casual employees excepted).				Forbidden.....	
Maryland. Ch. 800. Approved Apr. 16, 1914. In effect Nov. 1, 1914.	Extrahazardous (enumerated list); elective as to others. Farm and domestic labor, country blacksmiths, etc.; casual employees and those receiving over \$2,000 excluded.				Permitted in compensation if caused by default of employer	
New York. Ch. 816. Approved Dec. 16, 1913. In effect July 1, 1914. Amended, chs. 41, 316, 1914; 167, 168, 615, 674, 1915.	Hazardous employment (extensive list); domestic and agricultural labor excluded.				Permitted if fails to secure of compensenses of fellow employees	

Forbidden.....do.....	Employer must give proof of financial solvency	More than 2 weeks	50 per cent of wages for 200 weeks; \$4 minimum	50 per cent of wages for 200 weeks; \$4 minimum	50 per cent of wages for 200 weeks; \$4 minimum
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50 per cent of wage de- pendents, \$10 maximum	During first 3 weeks; not to exceed \$200	Notice as soon as prac- ticable	Arbitrators or dis- tributors of children	otherwise, included	(widows, dependents, \$200.	not over 500 weeks minimum, \$10 mi- nimum, total not to exceed \$4,000.
fault on insurance pre- miums.			or private insurance. If insolvent, claims are a first lien.	date of injury if disability lasts 8 weeks or more).		
Not permitted after elect- ing compensation.	Employer may in- sure or maintain a benefit fund, but may not reduce liability fixed by law.	.....do.....	If insured employer is in- solvent, claimants have lien on proceeds of policy.	More than 2 weeks..	\$100 funeral expenses; 25 to 60 per cent of wages for 300 weeks; \$6.50 mini- mum, \$11 maximum.	50 per cent of wages for weeks; \$6.50 mini- \$11 maximum; not \$6.50 thereafter for weeks; total not \$5,000.
.....do.....	Waivers are forbid- den; hospital fund may be main- tained.	On employer, ex- cept that hospital fund may be joint.	Employer must give proof of solvency or insure in company or with State fund.	.....do.....	\$75 funeral expenses; 30 to 50 per cent of wages for 400 weeks, \$6 minimum, \$10 maximum.	50 per cent of wages for weeks; \$6 minimum maximum; \$5 there- if permanent.
.....do.....	Forbidden.....	Employer.....	If insured employer is insolvent, claims are enforceable directly against the company.	More than 2 weeks (payment from date of injury if disability lasts 8 weeks or longer).	\$100 funeral expenses; 50 per cent of wages for 350 weeks; \$5 minimum, \$10 maximum.	50 per cent of wage 300 weeks; \$5 mini- \$10 maximum, the per cent of wages de- life; \$4 minimum maximum.
Permitted in lieu of com- pensation.	.....do.....	.....do.....	Employer must give proof of financial ability or give bond.	More than 2 weeks..	150 times weekly earnings, not more than \$3,000; no dependents, \$100.	50 per cent of ave- weekly earnings; mi- nimum, \$10 for not than 300 weeks.
Not permitted after elect- ing compensation.	No substitute agree- ments valid.	.....do.....	Compensation payments are preferred claims on assets of employer.	.....do.....	\$100 funeral expenses; 35 to 60 per cent of wages for 300 weeks; \$5 mini- mum, \$10 maximum.	50 per cent of wages for weeks; \$5 minimum maximum.
.....do.....	Forbidden.....	.....do.....	Employer must insure in State fund, stock or mutual company, or give proof of financial ability.	.....do.....	\$100 funeral expenses; 15 to 60 per cent of wages for 300 weeks; basic wages not less than \$10 nor more than \$20 per week.	50 per cent of wages 500 weeks; \$5 mini- \$10 maximum; total over \$4,000.
.....do.....	Approved schemes may be substi- tuted; no reduc- tion of liability allowed.	.....do.....	Payments are a claim su- perior to unsecured debts.	.....do.....	50 per cent of weekly wages for 300 weeks; \$4 minimum, \$10 maxi- mum; no dependents, \$200.	50 per cent of earning not over 500 week minimum, \$10 mi- nimum.
.....do.....	No contract may relieve of liability.	.....do.....	Employer must insure, give security, or proof of financial ability.	.....do.....	\$75 funeral expenses; 15 to 45 per cent of wages for 260 weeks, total not over \$3,500; basic wages not less than \$5 nor more than \$25.	50 per cent of wages for weeks (board may 52); \$3 minimum, \$5 maximum; total over \$4,000.
.....do.....	Insurance or other schemes permit- ted, but no reduc- tion of liability al- lowed.	.....do.....	Employer must give proof of financial ability or in- sure risks.	More than 1 week (payment for first week if disability lasts more than 4 weeks).	4 years' earnings, but amount added to prior disability payments may not exceed 6 years' earnings; no depend- ents, \$100.	65 per cent of wage nurse is required, per cent after 90 no total to exceed years' earnings.
Permitted in lieu of com- pensation.	Permitted if com- pensation is pro- vided not less than that of the act.	.....do.....	Judgments awarding com- pensation have same preference as wage debts.	At least 2 weeks; then compensa- tion from date of accident.	2,400 times one-half the daily wages; \$4,000 max- imum; no dependents, medical and burial ex- penses.	50 per cent of ave- semimonthly earn- during disability, to exceed \$4,000.
Permitted in lieu of com- pensation if employer was personally grossly negligent.	Employer may in- sure or maintain a benefit fund, but may not reduce liability fixed by law.	.....do.....	Payments have same pref- erence as wage debts.	More than 2 weeks...	3 years' earnings; \$1,000 minimum, \$5,000 max- imum; no dependents, \$100.	65 per cent of wages for weeks, then 40 per for life.
Not permitted.....	.....do.....	.....do.....	Government funds and supervision.	7 full consecutive days, then pay from fifth day.	Burial or transportation of body; 25 to 50 per cent of earnings for 8 years, total not over \$5,000.	75 per cent of earning 3 months, then 50 cent for 8 years; sch- for fractures.
Forbidden.....	No waiver allowed..	.....do.....	Employer must insure, give guaranty, or proof of financial ability.	More than 14 days..	\$100 funeral expenses, 25 to 60 per cent of wages for 312 weeks; not over \$5,000. Basic wages not less than \$5 nor more than \$36.	60 per cent of wages for weeks; \$3 minimum maximum; total over \$5,000.
Permitted in lieu of com- pensation if accident caused by deliberate in- tent of employer.	Forbidden.....	.....do.....	Employer must insure in State fund, insurance company, or give proof of financial ability.	More than 2 weeks; 1 week if disability is permanent.	\$75 funeral expenses un- less no dependents and sufficient estate to de- fray same; 50 per cent of wages for 8 years; \$1,000 minimum, \$4,250 maxi- mum.	50 per cent of wages years; \$5 minimum maximum; total over \$5,000.
Permitted if employer fails to secure payment of compensation; def- enses of fellow service, assumed risks, and con-	.....do.....	.....do.....	Employer must give proof of financial ability (de- posit of securities may be required) or procure State mutual or pri-	More than 2 weeks..	\$100 funeral expenses; widow or dependent widower, 30 per cent of wages until death or re- marriage; 10 per cent for each child	66 2/3 per cent during tinuance, \$5 mini- \$15 maximum.

risks, fellow serv- and contributory ne, except in y domestic and orers.	Not permitted after elect- ing compensation, un- less employer is in de- fault on insurance pre- miums.	Forbidden.....	.....do.....	Employer must give proof of financial ability or procure State, mutual, or private insurance. If insolvent, claims are a first lien.	More than 2 weeks (payment from date of injury if disability lasts 8 weeks or more).	50 per cent of wages for 300 weeks; \$4 minimum, \$10 maximum; no de- pendants, \$200.	50 per cent of wages for not over 500 weeks; \$4 minimum, \$10 maxi- mum, total not to ex- ceed \$4,000.	50 per c rease; for no fixed in- jurie
risks and fellow contributory ne unless will-	Not permitted after elect- ing compensation.	Employer may in- sure or maintain a benefit fund, but may not reduce liability fixed by law.	.....do.....	If insu ed employer is in- solvent, claimants have lien on proceeds of policy.	More than 2 weeks..	\$100 funeral expenses; 25 to 60 per cent of wages for 300 weeks; \$6.50 mini- mum, \$11 maximum.	50 per cent of wages for 400 weeks; \$6.50 minimum, \$11 maximum; not over \$6.50 thereafter for 150 weeks; total not over \$5,000.	50 per c rease; \$6.50 maxi- m for spe
ory negligence, service, and as- risks.	.....do.....	Waivers are forbid- den; hospital fund may be main- tained.	On employer, ex- cept that hospital fund may be joint.	Employer must give proof of solvency or insure in company or with State fund.	.....do.....	\$75 funeral expenses; 30 to 50 per cent of wages for 400 weeks; \$6 minimum, \$10 maximum.	50 per cent of wages for 400 weeks; \$6 minimum, \$10 maximum; \$5 thereafter if permanent.	50 per ce 150 we wages \$6; fix- tied in
risks and fellow contributory ne unless willful.	.....do.....	Forbidden.....	Employer.....	If insured employer is insolvent, claims are enforceable directly against the company.	More than 2 weeks (payment from date of injury if disability lasts 8 weeks or longer).	\$100 funeral expenses; 50 per cent of wages for 350 weeks; \$5 minimum, \$10 maximum.	50 per cent of wages for 300 weeks; \$5 minimum, \$10 maximum, then 40 per cent of wages during life; \$4 minimum, \$8 maximum.	50 per c rease; for 30 rates juries.
umed risks, fel- ice, and contrib- negligence re- by liability prop- of statute).	Permitted in lieu of com- pensation.	.....do.....	.....do.....	Employer must give proof of financial ability or give bond.	More than 2 weeks..	150 times weekly earnings, not more than \$3,000; no dependents, \$100.	50 per cent of average weekly earnings; maxi- mum, \$10 for not more than 300 weeks.	50 per c maxi- not mo
risks and fellow contributory ne unless will-	Not permitted after elect- ing compensation.	No substitute agree- ments valid.	.....do.....	Compensation payments are preferred claims on assets of employer.	.....do.....	\$100 funeral expenses; 35 to 60 per cent of wages for 300 weeks; \$5 mini- mum, \$10 maximum.	50 per cent of wages for 400 weeks; \$5 minimum, \$10 maximum.	Fixed se injured tionate
vice, assump- risk, contribu- negligence unless intoxication or less. ³	.....do.....	Forbidden.....	.....do.....	Employer must insure in State fund, stock or mutual company, or give proof of financial ability.	.....do.....	\$100 funeral expenses; 15 to 60 per cent of wages for 300 weeks; basic wages not less than \$10 nor more than \$20 per week.	50 per cent of wages for 500 weeks; \$5 minimum, \$10 maximum; total not over \$4,000.	50 per ce \$10 ma over 3 scale 1 juries.
risks, fellow and contribu- negligence.	.....do.....	Approved schemes may be substi- tuted; no reduc- tion of liability allowed.	.....do.....	Payments are a claim su- perior to unsecured debts.	.....do.....	50 per cent of weekly wages for 300 weeks; \$4 minimum, \$10 maxi- mum; no dependents, \$200.	50 per cent of earnings for not over 500 weeks; \$4 minimum, \$10 maxi- mum.	.....do.....
.....do.....	.....do.....	No contract may relieve of liability.	.....do.....	Employer must insure, give security, or proof of financial ability.	.....do.....	\$75 funeral expenses; 15 to 45 per cent of wages for 260 weeks, total not over \$3,500; basic wages not less than \$5 nor more than \$25.	50 per cent of wages for 260 weeks (board may add 52); \$3 minimum, \$12.50 maximum; total not over \$4,000.	50 per cent maxi- fixed se injured
risks; also fellow and contributory ne unless will- or more employ- s not apply to or).	.....do.....	Insurance or other schemes permit- ted, but no reduc- tion of liability al- lowed.	.....do.....	Employer must give proof of financial ability or in- sure risks.	More than 1 week (payment for first week if disability lasts more than 4 weeks).	4 years' earnings, but amount added to prior disability payments may not exceed 6 years' earnings; no depend- ents, \$100.	65 per cent of wages; if nurse is required, 100 per cent after 90 days; no total to exceed 6 years' earnings.	65 per c rease; ceed 4 fixed se injured
.....do.....	Permitted in lieu of com- pensation.	Permitted if com- pensation is pro- vided not less than that of the act.	.....do.....	Judgments awarding com- pensation have same preference as wage debts.	At least 2 weeks; then compensa- tion from date of accident.	2,400 times one-half the daily wages; \$4,000 maxi- mum; no dependents, medical and burial ex- penses.	50 per cent of average semimonthly earnings, during disability, not to exceed \$4,000.	50 per c rease not to
.....do.....	Permitted in lieu of com- pensation if employer was personally grossly negligent.	Employer may in- sure or maintain a benefit fund, but may not reduce liability fixed by law.	.....do.....	Payments have same pref- erence as wage debts.	More than 2 weeks..	3 years' earnings; \$1,000 minimum, \$5,000 maxi- mum; no dependents, \$100.	65 per cent of wages for 240 weeks, then 40 per cent for life.	65 per c rease proportion- ity.
.....do.....	Not permitted.....	.....do.....	.....do.....	Government funds and supervision.	7 full consecutive days, then pay from fifth day.	Burial or transportation of body; 25 to 50 per cent of earnings for 8 years, total not over \$5,000.	75 per cent of earnings for 3 months, then 50 per cent for 8 years; schedule for fractures.	75 per ce 3 mon- cent fo 5 year maini- per cen
.....do.....	Forbidden.....	No waiver allowed.	.....do.....	Employer must insure, give guaranty, or proof of financial ability.	More than 14 days..	\$100 funeral expenses, 25 to 60 per cent of wages for 312 weeks; not over \$5,000. Basic wages not less than \$5 nor more than \$36.	60 per cent of wages for 312 weeks; \$3 minimum, \$18 maximum; total not over \$5,000.	50 per cen not ov maxi- m over \$ for spe
.....do.....	Permitted in lieu of com- pensation if accident caused by deliberate in- tent of employer.	Forbidden.....	.....do.....	Employer must insure in State fund, insurance company, or give proof of financial ability.	More than 2 weeks; 1 week if disability is permanent.	\$75 funeral expenses un- less no dependents and sufficient estate to de- fray same; 50 per cent of wages for 8 years; \$1,000 minimum, \$4,250 maxi- mum.	50 per cent of wages for 8 years; \$5 minimum, \$12 maximum; total not over \$5,000.	50 per ce \$12 per total 1 schedu injuries
.....do.....	Permitted if employer fails to secure payment	.....do.....	.....do.....	.....do.....	.....do.....	.....do.....	.....do.....	Forbidden

For \$4 xi- x-	50 per cent of wage decrease, \$10 maximum, for not over 300 weeks; fixed rates for specified injuries.	During first 3 weeks.....	Notice in 3 months; claim in 6 months.	Industrial accident board; arbitration; appeal to supreme court.	Included.
400 er 50 er	50 per cent of wage decrease for 300 weeks; \$6.50 minimum, \$11 maximum; fixed rates for specified injuries.	During first 90 days; not over \$100, or by order of court, \$200.	Notice in 14 days; if in 30 days, not barred except as to extent employer was prejudiced; bar absolute after 90 days.	Courts.....	Included.
400 10 ter	50 per cent of wage loss for 150 weeks; benefits and wages to be not less than \$6; fixed rates for specified injuries.	During first 2 weeks, not over \$50 unless there is hospital fund.	Notice in 60 days, claim in 6 months.	Industrial accident board; appeal to courts.	Excluded, except half benefits to wife or children under 16 years, unless treaty provides otherwise.
For m, 40 ing \$5	50 per cent of wage decrease; \$10 maximum, for 300 weeks; fixed rates for specified injuries.	During first 3 weeks; not to exceed \$200.	Notice as soon as practicable; claim in 6 months; petitions filed in court in 1 year.	Arbitrators or district court of county.	Included (widows, children, and parents only).
age xi- ore	50 per cent of wage loss; maximum, \$10 per week, not more than 300 weeks.	Only if employee dies leaving no dependents.	Notice as soon as practicable and before leaving service; claim in 6 months.	Proceedings in equity.	Beneficiaries must be residents of State.
400 10	Fixed scale for specified injuries; others proportionate.	During first 2 weeks; not over \$50.	Notice in 14 days; if in 30 days not barred except as to extent employer was prejudiced, but absolute after 90 days; claim in 1 year.	Judges of court of common pleas; limited appeal to supreme court.	Excluded.
For m, not	50 per cent of wage loss; \$10 maximum, for not over 300 weeks; fixed scale for specified injuries.	During first 14 days, not over \$25, unless major operation, then \$75.	Notice in 14 days; claim in 1 year.	Workmen's compensation board and referees; appeal to courts.	Two-thirds benefits to widows and children; others excluded.
For \$4 i-	.....do.....	Reasonable services for first 2 weeks; maximum \$200 in fatal cases with no dependents, including burial.	Notice in 30 days; claim in 1 year.	Courts in summary proceedings.	
260 dd 50 not	50 per cent of wage loss; \$10 maximum, for 5 years; fixed scale for specified injuries.	During first 14 days, not over \$75.	Notice as soon as practicable; claim in 6 months.	Industrial accident board; appeal to courts.	
if 400 ys; 6	65 per cent of wage decrease; no total to exceed 4 years' earnings; fixed rates for specified injuries.	For not more than 90 days.	Notice in 30 days; claim in 2 years.	Industrial commission; appeal to courts.	Included.
age gs, not	50 per cent of wage decrease until recovery, not to exceed \$4,000.	Only if employee dies leaving no dependents.	Notice in 2 weeks; none required in case of death or incompetence. Action on claim within 1 year.	Arbitration, reference to attorney general, or appeal to courts.	
240 ent	65 per cent of wage decrease for fixed periods proportionate to disability.	During first 90 days; longer if commission orders.	Notice in 30 days; claim in 6 months for disability, 1 year for death.	Industrial accident commission; limited appeal to courts.	Included.
for per ule	75 per cent of earnings for 3 months, then 50 per cent for not more than 5 years; schedule for maimings; if at work, 75 per cent of wage loss.	Reasonable services.....	Notice immediately; claim for injury in 60 days, for death in 1 year.	Governor of Panama Canal.	
312 18 not	50 per cent of wage loss for not over 312 weeks; \$12 maximum; total not over \$5,000; fixed scale for specified injuries.	During first 14 days, not over \$50.	Notice as soon as practicable; claim in 3 months.	County industrial accident boards; appeal to courts.	Excluded.
or 8 12 not	50 per cent of wage loss; \$12 per week maximum; total not over \$3,000; schedule for specified injuries.	As required by commission, not over \$150.	Notice of accident in 10 days, of death in 30 days, unless sufficient reason; claim in 30 days.	Industrial accident commission or arbitrators appointed by it; appeal to courts.	Excluded.
Forbidden.....	No waiver allowed.....do.....	Employer must insure, give guaranty, or proof	More than 14 days..	\$100 funeral expense to 60 per cent	

do.

Hawaii. No. 221. Approved Apr. 28, 1915. In effect July 1, 1915.	All industrial employment (casual employees excepted).				Forbidden.
Maryland. Ch. 800. Approved Apr. 16, 1914. In effect Nov. 1, 1914.	Extrahazardous (enumerated list); elective as to others. Farm and domestic labor, country blacksmiths, etc.; casual employees and those receiving over \$2,000 excluded.				Permitted in compensation caused by tent of emp
New York. Ch. 816. Approved Dec. 16, 1913. In effect July 1, 1914. Amended, chs. 41, 316, 1914; 167, 168, 615, 674, 1915.	Hazardous employments (extensivelist); domestic and agricultural labor excluded.				Permitted fails to sec of compe fenses of f assumed r tributory rogated.
Oklahoma. Ch. —. Approved Mar. 22, 1915. In effect Sept. 1, 1915.	"Hazardous" (enumerated list and general clause) in which more than 2 persons are employed (nonfatal accidents only).				do.
United States. 35 Stat., 556. Approved May 30, 1908. In effect Aug. 1, 1908. Amended, chs. 57, 255, 390, 1911-12.	Artisans and mechanics in certain classes of employments; all persons in hazardous employment in certain others.				Government sued.
Insurance, elective.					
Massachusetts. Ch. 751. Approved July 28, 1911. In effect July 1, 1912. Amended, chs. 571, 1912; 696, 746, 1913; 338, 708, 1914; 123, 275, 314, 1915.	All (employees not in usual course of trade, etc., excepted).	By subscribing to State association or insuring in other company.	Presumed in absence of written notice, if employer insures.	Assumed risks, fellow service, and contributory negligence, except in domestic and farm labor.	Not permitted of in tem.
Nevada (compulsory as to State and municipalities). Ch. 183. Approved Mar. 24, 1911. In effect July 1, 1911. New act, Mar. 15, 1913. Amended, ch. 190, 1915.	All except domestic and agricultural labor.	Presumed, in absence of notice posted in establishment and filed with commission.	Presumed, in absence of notice to employer and filed with commission.	Assumed risks and fellow service; contributory negligence except willful.	Not permitted employer's el he is in d miums.
Oregon. Ch. 112. Approved Feb. 25, 1913. In effect July 1, 1913. Amended, ch. 271, 1915.	Hazardous (enumerated list). ¹	Presumed in hazardous employments in absence of notice posted in establishment and filed with commission; other employers file acceptance.	Presumed in absence of written notice, if employer elects.	do.	Permitted i due to em ure to c safety law tion to in ployer is insurance
Texas. Ch. 179. Approved Apr. 16, 1913. In effect Sept. 1, 1913.	Employers of more than 5 persons, except railways, cotton gins, and domestic and agricultural labor (casual employees excepted).	By subscribing to State association or insuring in other company and notifying employees.	No option.	Assumed risks and fellow service; contributory negligence to be measured.	Not permitted employers insurance sy for willful ligence cau
West Virginia. Ch. 10. Approved Feb. 22, 1913. In effect Oct. 1, 1913. Amended, chs. —, —, 1915.	All except domestic and agricultural labor (casual employees excepted).	By payment of premium and posting notice.	Remaining in service with notice of employer's election.	Assumed risks, fellow service, contributory negligence, and negligence of statutory employee.	Not permitted ployer's el he is in d miums or due to his jure.
Insurance, compulsory.					
Ohio. P. 524. Approved June 15, 1911. In effect Jan. 1, 1912. Amended, pp. 72, 396, 1913; 193, 1914.	All employing 5 or more workmen; elective as to others (casual employees excepted).				Permitted i due to will ployer, h comply wi or if he is premiums.
Washington. Ch. 74. Approved Mar. 14, 1911. In effect Oct. 1, 1911. Amended ch. 148, 1913; ch. 188, 1915.	"Extrahazardous" (enumerated list); elective as to all others.				Permitted in insurance jury result liberate employer.
Wyoming. Ch. 124. Approved Feb. 27, 1915. In effect Apr. 1, 1915.	"Extrahazardous" (enumerated list) in which 5 or more persons are employed.				Not permitted

¹ Other employers may elect, but lose no defenses if they do not.

² If complete disability still continues then a compensation during life, equal annually to

schedule for specified injuries.		claim in 30 days.	peal to courts.			75 per cent of earnings 3 months, then 60 per cent for 8 years; 50 per cent for fractures.
Forbidden.....	No waiver allowed.....do.....	.....do.....	Employer must insure, give guaranty, or proof of financial ability.	More than 14 days..	\$100 funeral expenses, 25 to 60 per cent of wages for 312 weeks; not over \$5,000. Basic wages not less than \$5 nor more than \$36.	60 per cent of wages; \$3 minimum; total over \$5,000.
Permitted in lieu of compensation if accident caused by deliberate intent of employer.	Forbidden.....do.....	.....do.....	Employer must insure in State fund, insurance company, or give proof of financial ability.	More than 2 weeks; 1 week if disability is permanent.	\$75 funeral expenses unless no dependents and sufficient estate to defray same; 50 per cent of wages for 8 years; \$1,000 minimum, \$4,250 maximum.	50 per cent of wages; \$5 minimum; total over \$5,000.
Permitted if employer fails to secure payment of compensation; defenses of fellow service, assumed risks, and contributory negligence abrogated.	.....do.....do.....	.....do.....	Employer must give proof of financial ability (deposit of securities may be required) or procure State, mutual, or private insurance.	More than 2 weeks..	\$100 funeral expenses; widow or dependent widower, 30 per cent of wages until death or remarriage; 10 per cent additional for each child under 18 years, total not over 66 2/3 per cent.	66 2/3 per cent during continuance, \$5 minimum, \$15 maximum.
.....do.....	Waivers not allowed; approved schemes permitted.	.....do.....	Employer must insure, maintain approved scheme, or give proof of solvency.	.....do.....	Fatal accidents not covered.	50 per cent of wages; \$6 minimum; \$10 maximum; of present worth resident aliens.
Government can not be sued.	Waivers forbidden.....do.....	.....do.....	Payments are made from regular appropriations.	More than 15 days...	1 year's earnings.....	Same pay as if employed not to exceed 1 year.
Not permitted after election of insurance system.	Employer must insure in authorized company or State association.	.....do.....	State control of Employees' Insurance Association.	More than 2 weeks..	66 2/3 per cent of wages for 500 weeks, \$4 minimum, \$10 maximum; no dependents, \$200.	66 2/3 per cent of wages not over 500 weeks; \$10 minimum, \$10 maximum, total not to exceed \$4,000.
Not permitted after employer's election, unless he is in default on premiums.	Forbidden.....	Employer, except for medical, etc., services, to which employee may give \$1 per month.	Insurance is under State control.	More than 1 week (payment from date of injury if disability lasts 3 weeks or more).	\$125 burial expenses; 40 to 60 per cent of earnings for 100 months, \$20 minimum, \$60 maximum, total not to exceed \$6,000.	50 per cent of earnings 100 months; \$20 minimum, \$60 maximum, total not to exceed \$5,000.
Permitted if injury was due to employer's failure to comply with safety laws or his intention to injure, or employer is in default on insurance premiums.	.....do.....	Employee 1 cent for each day worked; employer fixed premiums; State subsidy.	.....do.....	Any time.....	\$100 burial expenses; widow or invalid widower, \$30 per month until death or remarriage, \$6 additional for each child under 16, total not to exceed \$50.	\$30 per month if \$35 if dependent; \$6 additional for child, total not to exceed \$50 during disability.
Not permitted against employers accepting insurance system except for willful or gross negligence causing death.	No waiver permitted; insurance with other companies must conform to law.	Employer.....do.....	.....do.....	More than 1 week...	60 per cent of wages for 360 weeks, \$5 minimum, \$15 maximum; no beneficiaries or creditors, \$100.	60 per cent of wages not over 400 weeks; \$5 minimum, \$15 maximum.
Not permitted after employer's election, unless he is in default on premiums or injury was due to his intent to injure.	Not permitted, but approved employers may give bond and carry own risk.	Employer, 90 per cent; employees, 10 per cent.	.....do.....	.....do.....	\$75 burial expenses; widow or invalid widower, \$20 monthly until death or remarriage; \$5 additional for each child under 15, total not to exceed \$35.	50 per cent of wages until death; \$4 minimum, \$8 maximum.
Permitted if injury was due to willful act of employer, his failure to comply with safety law, or if he is in default on premiums.	Approved schemes or insurance permitted; must contribute to surplus fund of State.	Employer.....do.....	.....do.....	.....do.....	\$150 funeral expenses; 66 2/3 per cent of wages for 6 years; \$1,500 minimum, \$3,750 maximum.	66 2/3 per cent of wages until death, if permanently disabled; \$5 minimum, \$12 maximum.
Permitted in addition to insurance benefits if injury resulted from deliberate intention of employer.	Forbidden.....do.....	.....do.....	.....do.....	"Loss of earning power shall exceed 5 per cent." 4	\$75 funeral expenses; widow or invalid widower receives \$20 monthly until death or remarriage; each child under 16, \$5 per month; total not to exceed \$35.	\$20 per month if \$25 if married; for child under 16 years per month, not over \$25 in all, to be paid during disability.
Not permitted.....	No reduction of liability allowed.	.....do.....	.....do.....	More than 10 days...	\$50 funeral expenses; \$1,000 to widow or invalid widower, \$60 per year for each child under 16, total not over \$2,000 for all.	\$1,000 if single, \$1,500 if wife or invalid husband, \$60 per year for child under 16; total over \$3,000 for all.

* Abrogation is absolute and does not depend on time.

4 Construed by industrial insurance department.

al annually to 8 per cent of the death benefit, not less than \$10 per month.

ent for not more than

death in 1 year.

				from fifth day.	in damages for 3 years, total not over \$5,000.	cent for 3 years; schedule for fractures.	cent for not more than 5 years; schedule for fractures.
Forbidden.....	No waiver allowed.....	do.....	Employer must insure, give guaranty, or proof of financial ability.	More than 14 days..	\$100 funeral expenses, 25 to 60 per cent of wages for 312 weeks; not over \$5,000. Basic wages not less than \$5 nor more than \$36.	60 per cent of wages for 312 weeks; \$3 minimum, \$18 maximum; total not over \$5,000.	50 per cent of wages for 312 weeks; \$3 minimum, \$18 maximum; total not over \$5,000; fixed for specified injuries.
Permitted in lieu of compensation if accident caused by deliberate intent of employer.	Forbidden.....	do.....	Employer must insure in State fund, insurance company, or give proof of financial ability.	More than 2 weeks; 1 week if disability is permanent.	\$75 funeral expenses unless no dependents and sufficient estate to defray same; 50 per cent of wages for 8 years; \$1,000 minimum, \$4,250 maximum.	50 per cent of wages for 8 years; \$5 minimum, \$12 maximum; total not over \$5,000.	50 per cent of wages for 8 years; \$5 minimum, \$12 maximum; total not over \$5,000; fixed for specified injuries.
Permitted if employer fails to secure payment of compensation; defenses of fellow service, assumed risks, and contributory negligence abrogated.	do.....	do.....	Employer must give proof of financial ability (deposit of securities may be required) or procure State, mutual, or private insurance.	More than 2 weeks..	\$100 funeral expenses; widow or dependent widower, 30 per cent of wages until death or remarriage; 10 per cent additional for each child under 18 years, total not over 66 2/3 per cent.	66 2/3 per cent during continuance, \$5 minimum, \$15 maximum.	66 2/3 per cent of wages for 312 weeks; \$3 minimum, \$18 maximum; total not over \$5,000; fixed for specified injuries.
do.....	Waivers not allowed; approved schemes permitted.	do.....	Employer must insure, maintain approved scheme, or give proof of solvency.	do.....	Fatal accidents not covered.	50 per cent of wages for 500 weeks; \$6 minimum, \$10 maximum; one-half of present worth to non-resident aliens.	50 per cent of wages for 300 weeks; fixed for specified injuries.
Government can not be sued.	Waivers forbidden.....	do.....	Payments are made from regular appropriations.	More than 15 days...	1 year's earnings.....	Same pay as if employed, not to exceed 1 year.	All benefits cease when able to resume work.
Not permitted after election of insurance system.	Employer must insure in authorized company or State association.	do.....	State control of Employees' Insurance Association.	More than 2 weeks..	66 2/3 per cent of wages for 500 weeks, \$4 minimum, \$10 maximum; no dependents, \$200.	66 2/3 per cent of wages for not over 500 weeks, \$4 minimum, \$10 maximum, total not to exceed \$1,000.	66 2/3 per cent of wages for 500 weeks; \$4 minimum, \$10 maximum, for more than 500 weeks fixed rates for specified injuries.
Not permitted after employer's election, unless he is in default on premiums.	Forbidden.....	Employer, except for medical, etc., services, to which employee may give \$1 per month.	Insurance is under State control.	More than 1 week (payment from date of injury if disability lasts 3 weeks or more).	\$125 burial expenses; 40 to 60 per cent of earnings for 100 months, \$20 minimum, \$60 maximum, total not to exceed \$6,000.	50 per cent of earnings for 100 months; \$20 minimum, \$60 maximum, not to exceed \$5,000.	50 per cent of wages for 100 months; \$20 minimum, \$60 maximum, not to exceed \$5,000.
Permitted if injury was due to employer's failure to comply with safety laws or his intention to injure, or employer is in default on insurance premiums.		Employee 1 cent for each day worked; employer fixed premiums; State subsidy.	do.....	Any time.....	\$100 burial expenses; widow or invalid widower, \$30 per month until death or remarriage, \$6 additional for each child under 16, total not to exceed \$50.	\$30 per month if single, \$35 if dependent spouse, \$6 additional for each child, total not to exceed \$50 during disability.	Proportionate benefit not over 2 years if temporary; fixed rates for specified injuries.
Not permitted against employers accepting insurance system except for willful or gross negligence causing death.	No waiver permitted; insurance with other companies must conform to law.	Employer.....	do.....	More than 1 week...	60 per cent of wages for 360 weeks, \$5 minimum, \$15 maximum; no beneficiaries or creditors, \$100.	60 per cent of wages for not over 400 weeks; \$5 minimum, \$15 maximum.	60 per cent of wages for 360 weeks; \$5 minimum, \$15 maximum, for not over 300 weeks fixed rates for specified injuries.
Not permitted after employer's election, unless he is in default on premiums or injury was due to his intent to injure.	Not permitted, but approved employers may give bond and carry own risk.	Employer, 90 per cent; employees, 10 per cent.	do.....	do.....	\$75 burial expenses; widow or invalid widower, \$20 monthly until death or remarriage; \$5 additional for each child under 15, total not to exceed \$35.	50 per cent of wages until death; \$4 minimum, \$8 maximum.	50 per cent of wages for 210 weeks; \$4 minimum, \$8 maximum, for 3210 weeks; 70 to 85 cent disability, 40 cent of wages for life.
Permitted if injury was due to willful act of employer, his failure to comply with safety law, or if he is in default on premiums.	Approved schemes or insurance permitted; must contribute to surplus fund of State.	Employer.....	do.....	do.....	\$150 funeral expenses; 66 2/3 per cent of wages for 6 years; \$1,500 minimum, \$3,750 maximum.	66 2/3 per cent of wages until death, if permanently disabled; \$5 minimum, \$12 maximum.	66 2/3 per cent of wages for 6 years; \$1,500 minimum, \$3,750 maximum; fixed rates for specified injuries.
Permitted in addition to insurance benefits if injury resulted from deliberate intention of employer.	Forbidden.....	do.....	do.....	"Loss of earning power shall exceed 5 per cent." 4	\$75 funeral expenses; widow or invalid widower receives \$20 monthly until death or remarriage; each child under 16, \$5 per month; total not to exceed \$35.	\$20 per month if single, \$25 if married; for each child under 16 years, \$5 per month, not over \$35 in all, to be paid during disability.	Proportionate; not over \$1,500.
Not permitted.....	No reduction of liability allowed.	do.....	do.....	More than 10 days...	\$50 funeral expenses; \$1,000 to widow or invalid widower, \$60 per year for each child under 16, total not over \$2,000 for all.	\$1,000 if single, \$1,200 if wife or invalid husband; \$60 per year for each child under 16; total not over \$3,000 for all.	Fixed lump sums for specified injuries; other in proportion.

equal annually to 8 per cent of the death benefit, not less than \$10 per month.

4 Abrogation is absolute and does not depend upon the rejection of the act.
4 Construed by industrial insurance department to exclude cases in which

for not more than 2 years; schedule for 10 years; if at work, 75 per cent of wage loss.		death in 1 year.		
ent of wage loss for over 312 weeks; \$12 maximum; total not over \$5,000; fixed scale for specified injuries.	During first 14 days, not over \$50.	Notice as soon as practicable; claim in 3 months.	County industrial accident boards; appeal to courts.	Excluded.
ent of wage loss; per week maximum; not over \$3,000; schedule for specified injuries.	As required by commission, not over \$150.	Notice of accident in 10 days, of death in 30 days, unless sufficient reason; claim in 30 days.	Industrial accident commission or arbitrators appointed by it; appeal to courts.	Excluded.
er cent of wage decrease, fixed scale for specified injuries; \$5 maximum, \$15 maximum; for certain main- \$20 maximum.	During first 60 days.....	Notice of injury in 10 days, of death in 30 days, unless excused for cause; claim in 1 year.	Industrial commission; limited appeal to courts.	Included.
ent of wage loss 90 weeks; fixed scale for specified injuries.	During first 15 days.....	Notice in 30 days, claim in 1 year.	Industrial commission.	Fatal accidents not covered.
enefits cease when to resume work.	.....	Claim for disability in reasonable time; death in 90 days.	Secretary of Labor..	
er cent of wage loss; maximum, for not more than 500 weeks; rates for specified injuries.	During first 2 weeks.....	Notice as soon as practicable; claim in 6 months.	Arbitrators for each case; industrial accident board; appeal to courts on points of law.	
ent of wage decrease; \$40 maximum, not more than 60 weeks; fixed rates for specified injuries.	Reasonable services for first 4 months.	Applications must be made and claims enforced in 1 year.	Industrial commission.	Included.
tionate benefits for over 2 years if temporary; fixed rates for specified injuries.	Not to exceed \$250.....	Claim in 1 year.....	Industrial accident commission; appeals to courts.	Parents, widow, widower, and children included.
ent of wage decrease; \$15 maximum, not over 300 weeks; rates for specified injuries.	During first week.....	Notice as soon as practicable; claim in 6 months.	Industrial accident board; appeals to courts.	
ent of wage decrease, \$4 minimum, maximum, for 30 to 85 weeks; 70 to 85 per cent disability, 40 per cent of wages for life.	Not to exceed \$150; may be \$300 in special cases.	Claim in 6 months; proof of dependency in 9 months.	Compensation commissioner; limited appeal to courts.	Included.
ent of wage decrease; \$12 per week maximum; not over \$100 in all; fixed rates for specified injuries.	Not to exceed \$200.....	To be fixed by board.....	Industrial commission; limited appeal to courts.	
tionate; not over \$100.	50 per cent of benefits added for first 6 months of total temporary disability; not more than 60 per cent of wages in all.	Claim in 1 year.....	Industrial insurance department; appeal to courts.	Only father and mother included except where otherwise provided by treaty.
ump sums for specified injuries; others proportion.	.....	.....	Courts.....	

ction of the act.
cases in which less than 5 per cent of a working month was lost.

WORKMEN'S COMPENSATION LEGISLATION IN THE UNITED STATES.

The chart following is an attempt to show in summary, comparable form the principal features of the laws included under the above title. The form of the chart varies slightly from that heretofore followed by the bureau, in that the system of compensation provided for, i. e., whether simple compensation or also requiring insurance in connection therewith, and also whether elective or compulsory, is indicated by the grouping of the States instead of by using a separate column with heading. As will be observed, several of the compensation laws and one of the insurance laws that are elective or optional in their application to private employments are compulsory as to the State and its municipalities. Of the 31 States and 2 Territories having compensations laws, all but Alaska, Arizona, New Hampshire, Oregon, Rhode Island, Texas, and West Virginia include public employees within their scope; while the Canal Zone order and the Federal statute relate, the former principally and the latter exclusively, to public employees.

The question of election by employers and employees, or their expression of choice to accept or reject the act, is placed on the footing of either a passive acceptance by one or both parties, or of an expressed choice on the part of the employer, with presumption of the employee's acceptance or an inference to that effect from his act in continuing in service.

The headings used in the chart are believed to be self-explanatory. It may be said, however, that under the term "Special contracts" notice was taken of provisions as to waivers, substitutes, or restrictive contracts. Of necessity only general provisions are here shown, qualifications and exceptions not being in place in this attempt to show in comparable form the chief aspects of this class of legislation, for the details of which recourse may be had to Bulletin No. 126, giving text and discussion of laws up to January 1, 1914, and to a forthcoming bulletin of this bureau, which will bring the laws on this subject up to date.

The groups of States having compensation and insurance laws, elective and compulsory, are as follows:

Compensation, elective.—Alaska, Colorado, Connecticut, Illinois, Indiana, Iowa, Kansas, Louisiana, Maine, Michigan, Minnesota, Montana, Nebraska, New Hampshire, New Jersey, Pennsylvania, Rhode Island, Vermont, Wisconsin.

Compensation, compulsory.—Arizona, California, Canal Zone, Hawaii, Maryland, New York, Oklahoma, United States.

Insurance, elective.—Massachusetts, Nevada, Oregon, Texas, West Virginia.

Insurance, compulsory.—Ohio, Washington, Wyoming.

RETAIL PRICES OF FOOD IN THE UNITED STATES.

Actual retail prices of 19 principal articles of food in each of 45 important industrial cities throughout the United States are regularly reported by this bureau. So far as available the figures for the current year show a decline of 4 per cent in prices from January to June, and lower prices in each month, excepting January, than for the year 1914. The relative retail prices of 17 articles of food, and of all articles combined, in June of each year, 1911 to 1915, as compared with average prices for the year 1914, are given herewith. The aggregate of actual prices of each commodity for the year 1914 is taken as the base, or 100, and prices in June of each commodity for each of the years 1911 to 1915 are shown as changes from that base.

RELATIVE RETAIL PRICES OF FOOD IN JUNE EACH YEAR, 1911 TO 1915.

(Price for 1914=100.)

Commodity.	June, 1911.	June, 1912.	June, 1913.	June, 1914.	June, 1915.
Sirloin steak.....	80	93	100	102	101
Round steak.....	76	88	96	100	99
Rib roast.....	83	96	99	100	100
Chuck roast.....				100	96
Plate boiling beef.....				99	97
Pork chops.....	79	87	95	98	94
Bacon.....	89	88	99	98	98
Ham.....	88	90	100	99	95
Lard.....	86	95	101	99	97
Hens.....	89	91	101	101	96
Flour.....	96	106	97	95	125
Corn meal.....	88	99	94	98	104
Eggs.....	70	75	79	80	76
Butter.....	82	93	97	93	96
Potatoes.....	153	157	96	122	91
Sugar.....	101	106	90	86	117
Milk.....	93	95	98	99	98
All commodities combined.....	88	96	96	97	97

While the price of all articles combined and weighted according to the average consumption in workingmen's families was 9 per cent higher in June, 1912, than in June, 1911, the advance in price from June, 1912, to June, 1915, was very slight, but 1 per cent, and there was no change from June, 1914, to June, 1915. For the articles taken separately, 11 declined in price from June, 1914, to June, 1915, but there was an advance so marked in flour and sugar as to offset the decline in other articles.

RETAIL PRICES IN FOREIGN COUNTRIES.

CANADA.

The Canadian Labor Gazette for July, 1915, reports that the features of the month in the movement of retail prices were the advances in meats, lard, cheese, and eggs, while butter, flour, and potatoes

were lower. Milk and coal also declined to summer prices in several localities. Sugar fluctuated, while beans rose in price.

There follows a table showing retail prices of commodities in different cities in the Province of Ontario for June, 1915, as compared with June, 1914.

RETAIL PRICES OF COMMODITIES IN VARIOUS CITIES IN THE PROVINCE OF ONTARIO, CANADA, JUNE, 1914 AND 1915.

[Source: The Labour Gazette, Department of Labor, Dominion of Canada, Ottawa, July, 1914 (pp. 112, 113); July, 1915 (pp. 105-107).]

Cities.	Beef, medium chuck, per pound.		Pork, fresh roasting, per pound.		Lard, pure leaf, per pound.		Eggs, new laid, per dozen.		Butter.			
									Dairy, tub, per pound.		Creamery prints, per pound.	
	1914	1915	1914	1915	1914	1915	1914	1915	1914	1915	1914	1915
	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.
Ottawa.....	18	17	20	19	18	20	25	25	25	29	28	32
Brockville.....	16-18	18-20	20-24	20-22	18-20	18	25	24	27	35	30	38-40
Kingston.....	18	18	20	18	17	17	20-22	20	-----	25-28	30-35	30-35
Belleville.....	15	15	15	17	18	18	22	20	25	30	27	31
Peterboro.....	16	18	20	20	20	18	22	22	22	30	24	33
Orillia.....	20	18	18-20	20	18	18	20	20	18-20	22	25	27
Toronto.....	16-18	14	18-22	18	16-17	15	27	23-25	20-23	28-30	25-30	33-35
Niagara Falls.....	16	13	25	20	20	20	27	25	30	33	32	34
St. Catharines.....	17-19	16	17	18	18	16-17	27	25	26	27	28-30	32
Hamilton.....	15	16	20	22	17	15	25	25	23-25	25-27	27-28	30-32
Brantford.....	17	16	20	20	18	18	25	23	25	28	30	32
Guelph.....	18	17-18	22	21	18	18	23	24	22	25	28	29
Berlin.....	20	18	22	22	18	18	22	25	24	27	27	33
Woodstock.....	13-14	14-16	20	20	18	18	22	22	23-25	30	28-30	33
Stratford.....	16	16	22	20	18	16	20	20	23	25	25	27
London.....	18	18	20	20	18	18	23	22	23	29	28	32
St. Thomas.....	16	15-16	20	20	20	18	24	22	23	28-30	28	32
Chatham.....	17	18	23	22	18	16	20	20	23	24	25	28
Windsor.....	14	18	20	20	20	15	25	20	28	30	32	32
Owen Sound.....	15-17	15-17	20	17-18	17	17	22	20	22	22	-----	32
Cobalt.....	18	20	20	25	17	19	35	33	-----	-----	35	35
Sault Ste. Marie....	18	18	22	22	18	16	30	27	27	30	30	35

Cities.	Cheese, Canadian, new, per pound.		Bread, per pound.		Rice, good medium, per pound.		Sugar, granulated, in \$1 lots, per pound.		Tea, black medium, Indian or Ceylon, per pound.		Coffee, medium Mocha, per pound.	
	1914	1915	1914	1915	1914	1915	1914	1915	1914	1915	1914	1915
	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.	Cts.
Ottawa.....	19	22	3 $\frac{3}{4}$ -4	4 $\frac{3}{4}$	5	6	4 $\frac{1}{2}$	8	40	45	40	45
Brockville.....	18-20	22-23	4	4 $\frac{1}{2}$	5	5	5 $\frac{1}{2}$	8	40	40	40	40
Kingston.....	18	20	4	4 $\frac{1}{2}$	5	5	6 $\frac{1}{2}$	7 $\frac{3}{4}$	35	40	40	40
Belleville.....	18	-----	3 $\frac{1}{2}$	4	5	5	5	-----	30-60	35	30-40	30
Peterboro.....	18	22	5 $\frac{1}{2}$	4	5	5	5	7 $\frac{3}{4}$	40	30	40	40
Orillia.....	18	-----	3 $\frac{1}{2}$ -4	4 $\frac{1}{2}$	5	5	5	7 $\frac{3}{4}$	30	30	35	40
Toronto.....	17	20	3 $\frac{1}{2}$ -4	4	5	6	4 $\frac{1}{2}$	7 $\frac{1}{2}$	25-35	30	25-40	30
Niagara Falls.....	20	22	4	4 $\frac{1}{2}$	5	5	5 $\frac{1}{2}$	8 $\frac{1}{2}$	30-50	30	28	30
St. Catharines.....	18	22	4	4 $\frac{1}{2}$	5	5-6	5-5 $\frac{1}{2}$	7 $\frac{3}{4}$	30	35	40-45	30-35
Hamilton.....	18-20	22	3 $\frac{1}{2}$	4 $\frac{1}{2}$	5	5	5	7 $\frac{1}{2}$	25-40	40-50	30-40	35-50
Brantford.....	18	20-22	3 $\frac{1}{2}$	4 $\frac{1}{2}$	6	7	5 $\frac{1}{2}$	7 $\frac{3}{4}$	30	45	40	45
Guelph.....	20	22	4	4 $\frac{1}{2}$	5	7	6	9 $\frac{1}{4}$	25-40	35	25-40	40
Berlin.....	18	25	4	4 $\frac{1}{2}$	5-10	5	5	7 $\frac{3}{4}$	25-50	35-45	22-40	25
Woodstock.....	18	25	4	4	5	7	5 $\frac{1}{2}$	8 $\frac{1}{2}$	30	30	30	30
Stratford.....	18	22	3 $\frac{1}{2}$	4	5	5	5 $\frac{1}{2}$	7 $\frac{1}{2}$	30	35	30	40
London.....	19	22	4	4 $\frac{1}{2}$	5	5	5 $\frac{1}{2}$	7 $\frac{3}{4}$	30	40	40	45
St. Thomas.....	20	25	3 $\frac{1}{2}$	5 $\frac{1}{2}$	5	5	5 $\frac{1}{2}$	8 $\frac{1}{2}$	30-40	30	30-40	35
Chatham.....	20	22	3 $\frac{1}{2}$ -4	4 $\frac{1}{2}$	5	6	5 $\frac{1}{2}$	8	30-40	35-40	40	40
Windsor.....	20	22	4	4 $\frac{1}{2}$	8	6	6	8 $\frac{1}{2}$	30	40	30	40
Owen Sound.....	-----	-----	4	4	5	5	5 $\frac{1}{2}$	8 $\frac{1}{2}$	30	40	40	40
Cobalt.....	-----	25	3 $\frac{1}{2}$	-----	6	5	6 $\frac{1}{2}$	8	30	35	45	40
Sault Ste. Marie....	18	24	4 $\frac{1}{2}$	5 $\frac{1}{2}$	7	5	5 $\frac{1}{2}$	7 $\frac{1}{2}$	30-40	30	30-45	30

RETAIL PRICES OF COMMODITIES IN VARIOUS CITIES IN THE PROVINCE OF ONTARIO, CANADA, JUNE, 1914 AND 1915—Concluded.

Cities.	Potatoes, per bag of 1½ bushels.		Coal.				Coal oil, per gallon.	
			Anthracite, per ton of 2,000 pounds.		Bituminous, per ton of 2,000 pounds.			
	1914	1915	1914	1915	1914	1915	1914	1915
Ottawa.....	\$1.35	\$0.75	\$8.25	\$7.75	\$9.00	\$5.00	Cts. 25	Cts. 25
Brockville.....	1.75	.90	7.50	7.00	5.00	-----	20	20
Kingston.....	\$1.25-1.50	.75	7.75	7.75	5.50	7.50	15	15
Belleville.....	1.60	.65	7.75	7.75	7.75	5.50	20	20
Peterboro.....	1.50	.50	7.25	7.10	5.50	5.50	20	20
Orilla.....	1.65	.50	6.95	6.60	6.00	5.50	15-20	15-20
Toronto.....	1.40-1.50	.60	7.50	7.50	5.50	5.60	20-23	20
Niagara Falls.....	1.35	.90	6.25	6.25	5.00	5.00	20	20
St. Catharines.....	1.55-1.65	.85	7.50	7.50	8.50	\$4.75-5.00	20	18
Hamilton.....	1.50	.80	7.25	7.25	6.00	6.00	18	18
Brantford.....	1.50	.65	7.50	7.25	6.00	5.50	20	18
Guelph.....	1.25	.50	7.00	7.00	5.50	5.00	18	18
Berlin.....	1.50	\$0.40-.50	7.50	7.25	6.00	5.50	22	20
Woodstock.....	1.60	.65	\$7.75-8.00	\$7.00-7.25	5.00	5.00	18	18
Stratford.....	1.25	.40	7.25	7.00	7.25	6.00	18	20
London.....	1.30	.65	7.40	7.50	6.50	6.50	17	17
St. Thomas.....	1.50	.65-.75	7.50-7.75	5.00	5.00	6.00	18	18
Chatham.....	1.60	.75-.80	7.50	7.50	5.25	6.00	15	18
Windsor.....	1.35	.90	8.25	7.50	5.00	6.50	20	18
Owen Sound.....	1.50-1.60	.50	7.25	7.25	\$5.00-6.00	5.00-6.00	15	15
Cobalt.....	1.50	1.00	9.50	9.50	-----	-----	25	25
Sault Ste. Marie....	1.25	.70	8.75	8.25	4.50-5.00	3.00-6.00	22	25

DENMARK.

Since the occurrence of the war the Danish Statistical Office has from time to time received reports of prices in certain localities through the local committees, organized under the act of August 7, 1914, for the regulation of prices of food products and other commodities. Returns from these committees for May and June of this year¹ indicate a continual rise in the level of prices. Among the commodities in which this increase was particularly noticeable was potato flour, the normal price of which varies from 30 to 35 ore per kilogram (3.6 to 4.2 cents per pound); in April its average price rose to 57 ore per kilogram (6.9 cents per pound); in May to 63 ore per kilogram (7.7 cents per pound); and in June it had reached 69 ore per kilogram (8.4 cents per pound); the available supply of it in June was far below the average. Prices of sago and other flours and grains increased considerably. Brown beans, buckwheat, and certain other articles appear to be unobtainable at present. The average price of butter was about 2 ore per kilogram (0.24 cents per pound) higher in June than in May; in Copenhagen butter was 125 crowns per 50 kilograms (30.4 cents per pound), while a year prior it was 95 to 97 ore per kilogram (11.5 to 11.8 cents per pound). The increase in prices of meats is reported as very considerable, the increase between April and May being 10 per cent, and from May to June 12 per cent.

¹ Statistiske Efterretninger udgivet af det Statistiske Departement, Copenhagen, June 30, 1915. (Vol. 7, No. 14.)

The price of coke rose considerably as between May and June, while coal prices showed no great variation.

The following table shows the prices of some of the more important commodities:

RETAIL PRICES OF PRINCIPAL COMMODITIES OF HOUSEHOLD CONSUMPTION IN DENMARK, AT INDICATED PERIODS IN 1914 AND 1915.

Commodity.	July, last week, 1914.	August, first week, 1914.	October, last week, 1914.	December, last week, 1914.	May, 1915 (average).	June, 1915 (average).
	<i>Cents.</i>	<i>Cents.</i>	<i>Cents.</i>	<i>Cents.</i>	<i>Cents.</i>	<i>Cents.</i>
Milk, unskimmed, per quart.....	4.8	5.0	5.0	4.5	4.7	4.8
Butter, creamery, per pound.....	28.6	26.8	31.0	32.9	31.5	31.6
Oleomargarine, per pound.....	15.7	16.4	17.9	16.7	17.2	17.4
Eggs, fresh, Danish, per dozen.....	23.3	23.3	40.2	46.5	27.5	29.4
Potatoes, per bushel.....	142.8	166.5	131.1	138.17	98.5	94.7
Peas, yellow, per pound.....	5.4	6.3	9.1	8.3		
Rye meal, per pound.....	3.0	¹ 4.5	4.5			
Wheat flour, American, per pound.....	3.8	4.4	4.1		⁴ 5.1	⁴ 5.2
Oats, hulled, cleaned, per pound.....	4.8	5.6	6.2	7.1	7.3	7.4
Rice, per pound.....	5.6	6.7	8.4	7.9	7.0	7.1
Rye bread, loaf, per pound.....	² 1.8	² 2.4				
Mixed bread, wheat and rye, per pound.....			2.3	2.4		
Bread, rye flour, best, per pound.....	² 2.9	² 3.0	² 3.3	4.6	5.0	5.0
Bread, French, wheaten, per pound.....	² 5.6	² 6.2	² 6.2	5.3	6.0	6.1
Pork, fresh, shoulder, brisket, per pound.....	13.4	12.2	14.6	15.0	18.8	19.2
Pork, salt, per pound.....	15.2	14.6	18.2			
Lard, spiced, per pound.....	12.8	12.8	20.0	21.5	22.6	22.6
Herring, fresh, each.....	1.7	1.7	1.5	1.2	1.0	1.1
Plaice, medium size, per pound.....	24.5	24.5	17.5	14.3	12.2	12.9
Sugar, brown or moist, per pound.....	4.4	4.4	4.8	4.4	4.4	4.4
Kerosene, per gallon.....	16.8	16.8	19.6	14.2	13.5	13.5
Coal, household, per bushel.....	16.0	(³)	17.4	16.1	25.1	25.3
Coke, crushed, per bushel.....	11.8	(³)	14.2	10.6	14.8	16.0
Coffee, Santos, mixture, cheapest, per pound.....					26.7	27.2
Beef, fresh, fore part, per pound.....					15.7	18.1
Beef, steak, per pound.....					21.2	23.7
Veal, fore part, per pound.....					16.7	18.1
Potato flour, per pound.....					7.7	8.3

¹ Price Aug. 15.

² Reported from a single cooperative bakery.

³ Prices in August very irregular; increases as high as 100 per cent.

⁴ Pillsbury's best.

HELSINGFORS, FINLAND.

The journal¹ of the Finnish board of industry (*Industristytelsen*) publishes regularly for each quarter, by months, a table of retail prices of 50 articles of ordinary consumption as reported from 21 cities or towns. The prices are shown as highest, lowest, and average for each city separately for each month of the quarter. The following table is taken from the most recently received issue of the journal mentioned, and indicates average retail prices of 37 more important commodities as reported for Helsingfors, the capital. Nine out of the 37 articles show a slight decrease in prices in March, 1915, as compared with March of the preceding year; while 27 on the other hand show a slight increase. No prices are reported for American pork during the period covered, indicating, perhaps, the shutting off of imports. The price of sugar has risen most noticeably, while meats

¹ *Arbetsstatistik Tidskrift* utgiven af Industristytelsen i Finland. Helsingfors, 1915, Vol. 9, No. 3.

show comparatively slight increases or even decreases. The table follows:

AVERAGE RETAIL PRICES IN HELSINGFORS, FINLAND, FOR EACH OF THE MONTHS, JANUARY, FEBRUARY, AND MARCH, 1914 AND 1915.

Commodity.	January.		February.		March.	
	1914	1915	1914	1915	1914	1915
Milk:	<i>Cents.</i>	<i>Cents.</i>	<i>Cents.</i>	<i>Cents.</i>	<i>Cents.</i>	<i>Cents.</i>
Whole, per quart.....	3.29	3.74	3.47	3.93	3.47	4.02
Skimmed, per quart.....	1.28	1.83	1.28	2.19	1.28	2.01
Butter:						
Table, per pound.....	28.54	31.34	28.27	31.16	27.05	30.11
Cooking, per pound.....	24.25	28.63	24.07	28.28	23.81	26.43
Eggs:						
Finnish, per dozen.....	38.56	39.14	34.28	37.64	30.11	36.82
Russian, per dozen.....	26.06	22.93	26.29	22.93	23.28	23.85
Potatoes, per bushel.....	53.14	60.58	49.45	69.17	49.45	69.17
Peas.....	6.60	7.36	7.02	7.53	6.67	7.70
Flour:						
Wheat, per pound.....	3.85	4.46	3.85	4.73	3.85	4.73
Rye, per pound.....	2.63	2.71	2.62	2.89	2.62	3.15
Oats, hulled, cleaned, per pound.....	4.20	5.25	4.20	5.52	4.20	5.95
Buckwheat, hulled, cleaned, per pound.....	4.20	5.25	4.20	5.43	4.20	5.43
Wheat, hulled, cleaned, per pound.....	3.06	3.94	3.06	3.94	3.06	4.38
Rice, per pound.....	5.69	5.69	5.78	6.13	5.78	6.57
Rye bread:						
Hard, per pound.....	3.76	4.20	3.67	4.46	3.67	4.99
Soft, per pound.....	2.62	2.98	2.62	3.15	2.62	3.94
Beef:						
Fresh, steak, per pound.....	10.30	9.60	10.20	9.80	10.10	10.50
Fresh, soup, per pound.....	8.50	7.79	8.14	7.70	8.32	8.93
Fresh, soup, smoked, per pound.....	17.77	16.55	17.51	14.53	17.51	14.97
Veal:						
Fattened, per pound.....	15.58	14.88	14.88	14.88	14.70	14.61
Young (month or less).....	6.83	8.23	7.18	8.58	6.74	8.32
Mutton:						
Fresh, per pound.....	14.44	13.66	14.71	14.71	14.88	15.41
Smoked, per pound.....	17.51	15.84	17.51	15.32	17.51	15.76
Pork:						
Fresh, per pound.....	14.44	13.66	14.27	13.83	14.01	14.79
Smoked, per pound.....	20.40	24.25	21.89	24.07	25.04	23.90
Salt, per pound.....	14.36	13.66	14.27	13.83	14.09	14.71
American, per pound.....	12.43		12.17		12.26	
Fish, fresh:						
Pike, per pound.....	14.97	14.44	15.67	14.79	17.68	15.23
Perch, per pound.....	10.15	9.63	9.54	9.19	13.57	14.62
Bass, per pound.....	22.94	17.68	22.15	17.68	20.66	20.31
Herring, small, per pound.....	5.69	5.78	5.08	4.90	5.52	5.08
Fish, salt:						
Herring, per pound.....	7.70	7.53	7.70	7.27	7.70	7.18
Herring, small, per pound.....	4.55	4.20	4.81	4.03	4.73	4.20
Whitefish, per pound.....	17.95	17.51	16.28	16.98	16.46	17.51
Coffee, green, per pound.....	26.96	29.76	27.31	31.16	27.05	32.21
Sugar, loaf, per pound.....	10.24	10.50	10.33	10.85	10.33	11.03
Petroleum, prime, per gallon.....	14.60	18.26	14.60	18.26	14.60	18.26

BERLIN (GERMANY).

The following table shows the average retail prices of more important food commodities in the Berlin markets during the months of January, February, and March, 1915, as compared with the same months of 1914. Of the 21 articles here listed 18 showed a considerable increase in price in March, 1915, as compared with March, 1914, and only three articles remained unchanged in price; the largest increase took place in the price of potatoes, from 38.9 cents a bushel in March, 1914, to 90.7 cents in March, 1915, or a rise of 133.2 per cent.

AVERAGE RETAIL PRICES OF 21 ARTICLES OF FOOD IN THE MUNICIPAL PUBLIC MARKETS OF BERLIN.

[Source: Preis-Zusammenstellungen des Statistischen Amtes der Stadt, Berlin, January-March, 1915.]

Commodity.	January.		February.		March.		Per cent of increase, March, 1915, over March, 1914.
	1914	1915	1914	1915	1914	1915	
Beef, per pound:							
Sirloin, round steak, rump.....	\$0.220	\$0.227	\$0.220	\$0.229	\$0.220	\$0.227	3.1
Breast.....	.192	.188	.194	.190	.192	.192	.....
Flank.....	.173	.175	.171	.175	.171	.175	2.3
Veal, per pound:							
Cutlets, loin.....	.231	.216	.225	.218	.222	.222	.....
Breast.....	.205	.199	.203	.201	.201	.205	2.5
Shoulder.....	.192	.190	.188	.190	.186	.196	5.4
Mutton, per pound:							
Chops, loin.....	.216	.227	.214	.229	.212	.235	10.8
Breast, flank.....	.190	.201	.188	.207	.188	.214	13.8
Pork, per pound:							
Loin, spare ribs.....	.218	.225	.207	.240	.199	.253	27.1
Ham.....	.190	.199	.184	.220	.175	.235	34.3
Shoulder, belly.....	.173	.194	.164	.218	.160	.235	46.9
Bacon, smoked, per pound.....	.207	.255	.201	.298	.194	.324	67.0
Ham, per pound:							
Smoked.....	.320	.328	.313	.363	.309	.382	23.6
Sliced.....	.386	.386	.380	.427	.378	.447	18.3
Lard, per pound.....	.181	.248	.177	.274	.175	.294	68.0
Butter, per pound.....	.300	.358	.298	.352	.298	.367	23.2
Eggs, per dozen.....	.288	.372	.252	.348	.218	.348	59.6
Potatoes, per bushel.....	.389	.518	.389	.648	.389	.907	133.2
Rye bread, per pound.....	1 .030	2 .037	1 .030	(3)	1 .030	2 .047	56.7
Wheat bread, per pound.....	1 .059	2 .069	1 .058	(3)	1 .058	2 .073	25.7
Milk, ⁴ unskimmed, per quart.....	.054	.054	.054	.054	.054	.054	.....

¹ Average of 40 bakeries, according to weight tests of the statistical office of the city of Berlin.² Average of 60 bakeries according to weight tests of the statistical office of the city of Berlin.³ Not reported.⁴ According to reports of the chamber of commerce (Ältesten der Kaufmannschaft).

GREAT BRITAIN.

The British Board of Trade in the July issue of its Labor Gazette reports that retail prices of food were on the whole about the same on July 1, 1915, as on June 1 preceding; that prices of imported meat averaged about 3 per cent over those of the preceding month, while British meat showed little or no advance. Fish was about 4 per cent and tea about 2 per cent higher on July 1 than on June 1 preceding; eggs showed an increase of about 6 per cent, explained as being a seasonal fluctuation; on the other hand, prices of flour and bread declined, the former about 6 per cent and the latter about 4 per cent.

As compared with the prices prevailing in July, 1914, sugar showed an advance of about 68 per cent and fish of about 64 per cent. Flour was about 50 per cent and bread about 40 per cent higher. The prices of British and of imported meat averaged about 40 per cent and 50 per cent higher, respectively. For the remaining articles the average change varied from an advance of 33 per cent in the price of cheese to a slight reduction in the price of potatoes.

The table following shows the per cent of increase of prices prevailing on July 1, 1915, as compared with prices on June 1, 1915, and July 1, 1914.

PER CENT OF INCREASE IN RETAIL FOOD PRICES IN GREAT BRITAIN, JULY 1, 1915,
AS COMPARED WITH JULY 1, 1914, AND JUNE 1, 1915.

Commodity.	Per cent of increase July 1, 1915, as compared with—		Commodity.	Per cent of increase July 1, 1915, as compared with—	
	June 1, 1915.	July 1, 1914.		June 1, 1915.	July 1, 1914.
Beef, British:			Potatoes.....	2 1	2 2
Rib ^s	2	37	Bread.....	2 4	41
Thin flank.....	1	46	Tea.....	2	28
Beef, chilled or frozen:			Sugar (granulated).....	2 1	68
Rib ^s	3	46	Eggs (fresh).....	12	24
Thin flank.....	3	64	Milk.....	(¹)	10
Mutton, British:			Butter:		
Legs.....	(¹)	29	Fresh.....	(¹)	15
Breast.....	(¹)	42	Salt.....	(¹)	16
Mutton, frozen:			Cheese.....	1	33
Legs.....	3	41	Margarine.....	2 1	4
Breast.....	3	61			
Bacon (streaky).....	1	18	All above articles (weighted net percentage increase)..<	(¹)	32 1/2
Fish.....	4	64			
Flour (households).....	2 6	49			

¹ No change.² Decrease.

The general increase in retail prices of food since the beginning of the war, making an allowance for the relative importance of the several articles in working-class households, is rather greater in large than in smaller towns, and may be estimated at 35 per cent for the former and at 30 per cent for small towns and villages.

ITALY.

The semimonthly bulletin of the Italian Labor Office ¹ publishes at the beginning of each month a short table of retail prices of seven articles of ordinary consumption, showing average prices in several cities (40 to 42) as furnished by cooperative stores, local labor unions, and chambers of commerce. Relative prices of these same commodities are also shown in parallel columns, the base from which changes are reckoned being the average prices for the year 1912.

The following table shows the relative prices of the seven commodities for each of the months, January to April, 1915, as compared with prices of the corresponding months of 1914:

RELATIVE RETAIL PRICES OF 7 ARTICLES OF FOOD BASED ON AVERAGE PRICES
FROM 40 TO 42 CITIES IN ITALY, JANUARY TO APRIL, 1914 AND 1915.

Commodity.	January.		February.		March.		April.	
	1914	1915	1914	1915	1914	1915	1914	1915
Bread, wheaten.....	95.9	110.7	93.4	115.0	93.9	114.3	93.6	114.8
Flour, wheat.....	92.8	111.1	90.7	116.2	91.2	123.0	99.0	121.3
Macaroni, spaghetti, etc.....	98.3	109.7	97.3	114.0	97.3	116.9	96.2	119.9
Beef.....	87.7	90.1	91.3	93.6	87.8	94.2	87.2	93.0
Bacon.....	100.2	103.4	104.3	102.8	105.8	102.4	103.8	105.2
Oil, table.....	93.4	90.0	92.0	93.5	95.5	92.5	92.5	95.5
Milk.....	102.3	99.1	100.5	94.7	98.5	97.6	100.9	96.2
Average for all commodities ...	95.7	102.0	95.6	103.6	95.7	105.8	96.2	106.5

¹ Bollettino dell' Ufficio del Lavoro. Rome, 1915. New series (semimonthly). Vol. 3, Nos. 5, 7, 9, 11.

NETHERLANDS.

The following table of relative retail prices is published by the Journal (*Maandschrift*) of the Dutch statistical office for June 30, 1915, and presents the relative prices of 29 articles of everyday consumption for the year 1913, for 7 and 5 month periods in 1914, and for each of 5 months in 1915, the basic prices being those reported by two cooperative stores, one with branches in Amsterdam, Haarlem, Arnhem, Utrecht, Leeuwarden, and the other at The Hague. The prices of the year 1893 are taken as the base or 100 from which base changes are calculated.

RELATIVE RETAIL PRICES IN THE NETHERLANDS, 1913, 1914, AND JANUARY TO MAY, 1915.

(Average prices, 1893=100.)

Commodity.	1913	January to July, 1914.	August to December, 1914.	January, 1915.	February, 1915.	March, 1915.	April, 1915.	May, 1915.
Beans, brown.....	154	150	164	168	164	164	171	171
Beans, white.....	166	169	179	179	179	186	200	203
Peas.....	150	167	161	169	169	181	186	183
Peas, field.....	125	152	139	143	143	152	155	168
Peas, green.....	157	140	147	157	157	160	160	147
Barley, pearl.....	113	110	126	132	132	139	145	145
Buckwheat, hulled, cleaned.....	104	104	137	162	171	175	167	167
Oats, hulled, cleaned.....	103	103	107	107	110	117	133	140
Cheese, Leyden.....	140	140	139	149	149	154	156	166
Cheese, full cream.....	124	126	124	128	133	135	136	147
Coffee.....	94	87	89	91	90	90	91	91
Oleomargarine.....	127	98	101	105	105	102	102	102
Flour, rye.....	85	78	85	107	111	115	115	115
Flour, wheat.....	124	124	141	147	153	165	165	165
Flour, buckwheat.....	105	105	119	133	138	143	138	143
Butter.....	94	94	101	106	113	113	122	130
Butter, cooking.....	135	134	151	161	174	185	196	200
Oil, rape seed.....	136	133	142	145	160	173	188	196
Rice.....	116	112	119	125	122	125	128	128
Soda.....	83	83	100	100	100	100	100	100
Starch.....	103	103	107	110	113	120	133	133
Sirup.....	100	100	100	100	104	125	121	129
Sugar, moist.....	89	89	95	95	96	96	98	98
Sugar, granulated.....	85	87	92	92	92	92	93	93
Tea.....	112	112	114	115	115	115	115	115
Vermicelli.....	121	117	141	166	176	186	200	207
Soap, white bristol.....	100	100	100	109	115	115	111	117
Soap, green, soft.....	87	83	92	108	108	112	121	129
Salt.....	80	80	90	90	90	90	90	90
Average for all commodities....	114	113	121	128	130	135	139	142

NORWAY.¹

The general increase in prices of many articles of ordinary consumption which had prevailed in 1911, 1912, and 1913 continued during the first months of 1914. This was particularly true of country products, beef, pork, butter, and eggs, while the prices of other commodities were somewhat more stable. The war, however, generally caused large fluctuations in the price level; but agricul-

¹ Sociale Meddelelser utgit av Socialavdelingen under Departementet for Sociale Saker, Handel, Industri og Fiskeri. Christiana, 1915. No. 2-3.

tural products, with the exception of flours and grains which rose in price in an extraordinary fashion, relatively declined.

Relative retail prices and average retail prices of certain indicated commodities as reported from 20 different centers throughout the Kingdom are shown in the two tables following; the first is a statement by means of index numbers; the second shows actual average retail prices.

RELATIVE RETAIL PRICES IN NORWAY, 1912 TO 1914.

(Average price of 1911=100.)

Commodity.	1912	1913	1914	July, 1914.	August, 1914.	Septem- ber, 1914.	Octo- ber, 1914.	Novem- ber, 1914.	Decem- ber, 1914.
Beef:									
Steak, fresh.....	114	128	128	133	130	122	112	113	119
Soup.....	116	133	130	137	134	120	111	113	119
Mutton:									
Fresh, hind quarters.....	108	118	123	133	129	113	103	107	114
Fresh, fore quarters.....	108	125	125	136	132	118	107	110	116
Salt.....	105	125	125	126	133	127	120	122	125
Veal:									
Steak.....	108	122	119	122	123	111	108	114	118
Fore quarters.....	109	125	125	126	129	125	112	121	123
Very young.....	110	125	129	134	141	128	119	116	131
Pork:									
Fresh.....	97	109	114	112	114	112	110	114	115
Norwegian, salt.....	97	110	113	109	113	110	109	112	114
American.....	98	110	114	114	117	114	119	116	119
Milk:									
Whole.....	106	106	106	106	106	106	106	106	113
Skimmed.....	100	100	100	100	100	100	100	113	100
Butter, creamery.....	107	109	110	110	117	110	115	116	121
Eggs, fresh.....	106	108	111	99	102	98	119	139	155
Cheese, goat's milk.....	100	105	111	111	111	111	113	113	112
Flour:									
Rye.....	111	111	129	105	142	147	179	179	195
Wheat.....	100	97	100	91	106	109	115	118	118
Sugar:									
Refined.....	106	94	98	92	110	116	108	103	102
Brown or moist.....	107	95	98	90	110	121	109	100	98
Crushed.....	105	94	96	89	106	111	103	102	102
Coffee:									
Java Malang.....	107	107	105	104	106	107	106	106	107
Guatemala.....	111	111	107	107	110	108	109	109	111
Santos.....	112	112	105	103	107	107	109	108	107
Kerosene, water white.....	111	129	121	115	126	125	125	123	124
Coal.....	124	134	124	116	135	133	128	127	128
Coke.....	128	134	135	127	155	149	137	136	137
Average for all com- modities.....	108	114	115	113	120	117	115	117	120

AVERAGE RETAIL PRICES OF INDICATED COMMODITIES IN 20 CITIES IN NORWAY,
JULY TO DECEMBER, 1914, AND JANUARY TO MARCH, 1915.

Commodity.	1914						1915		
	July.	August.	Septem-ber.	Octo-ber.	Novem-ber.	Decem-ber.	Janu-ary.	Febru-ary.	March.
Beef:									
Steak, fresh, per pound..	\$0. 171	\$0. 167	\$0. 157	\$0. 145	\$0. 146	\$0. 153	\$0. 151	\$0. 164	\$0. 164
Soup, per pound.....	. 152	. 148	. 133	. 123	. 125	. 131	. 142	. 145	. 164
Mutton:									
Fresh, hind quarter, per pound.....	. 181	. 175	. 153	. 140	. 146	. 156	. 161	. 173	. 177
Fresh, fore quarter, per pound.....	. 170	. 165	. 148	. 134	. 137	. 145	. 158	. 161	. 169
Salt, per pound.....	. 136	. 143	. 137	. 130	. 132	. 135	. 139	. 132	. 145
Veal:									
Steak, per pound.....	. 175	. 176	. 159	. 154	. 164	. 169	. 174	. 165	. 180
Fore quarter, per pound..	. 157	. 160	. 154	. 139	. 150	. 152	. 157	. 158	. 163
Very young, per pound..	. 111	. 117	. 106	. 098	. 096	. 108	. 106	. 101	. 101
Pork:									
Fresh, per pound.....	. 171	. 175	. 171	. 168	. 175	. 176	. 184	. 188	. 190
Norwegian, salt, per pound.....	. 177	. 184	. 180	. 177	. 182	. 186	. 191	. 193	. 196
American, per pound.....	. 187	. 192	. 187	. 196	. 191	. 194	. 184	. 194	. 205
Milk:									
Whole, per quart.....	. 043	. 043	. 043	. 043	. 043	. 046	. 046	. 046	. 046
Skimmed, per quart.....	. 020	. 020	. 020	. 020	. 023	. 020	. 020	. 020	. 020
Butter, creamery, per pound..	. 297	. 355	. 297	. 310	. 314	. 327	. 333	. 325	. 325
Eggs, fresh, per dozen.....	. 262	. 270	. 260	. 315	. 368	. 411	. 410	. 393	. 370
Cheese, goat's milk, per pound.....	. 200	. 200	. 200	. 203	. 203	. 202	. 202	. 207	. 207
Flour:									
Rye, per pound.....	. 024	. 033	. 034	. 041	. 041	. 045	. 046	. 047	. 050
Wheat, per pound.....	. 038	. 044	. 045	. 047	. 050	. 050	. 050	. 055	. 056
Sugar:									
Refined, per pound.....	. 071	. 084	. 089	. 083	. 080	. 078	. 077	. 077	. 078
Brown or moist, per pound.....	. 063	. 078	. 090	. 077	. 071	. 070	. 077	. 077	. 077
Crushed, per pound.....	. 067	. 080	. 084	. 078	. 077	. 077	. 070	. 074	. 071
Coffee:									
Java Malang, per pound..	. 341	. 349	. 350	. 349	. 346	. 353	. 356	. 357	. 356
Guatemala, per pound....	. 308	. 315	. 309	. 312	. 314	. 317	. 317	. 322	. 321
Santos, per pound.....	. 269	. 280	. 280	. 283	. 281	. 277	. 284	. 282	. 282
Kerosene, water white, per gallon.....	. 186	. 205	. 203	. 203	. 199	. 201	. 201	. 199	. 199
Coal, per ton.....	7. 16	8. 33	8. 17	7. 93	7. 85	7. 88	8. 58	9. 49	11. 12
Coke, per bushel.....	. 160	. 196	. 188	. 173	. 172	. 174	. 173	. 183	. 202

SPAIN.¹

Following the usual custom, the current prices of 12 articles of prime necessity in the family budget in Spain have been collected and changed to relative prices for a period of 5 years, and presented in two tables: One, as found in the capitals of the Provinces, and one in the various villages and cities, for two half-yearly periods of each year—April to September and October to March (summer and winter prices).

The bases for the index numbers are the average prices of the nine periods from October, 1909, to March, 1914. In arriving at the total for all commodities the geometric average has been used.

The following table presents relative prices for the villages and cities. Prices given for the capitals vary but slightly from those given for the provincial centers of population.

¹ Boletín del Instituto de Reformas Sociales, Madrid, June, 1915.

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RELATIVE RETAIL PRICES (INDEX NUMBERS) OF 12 FOOD COMMODITIES AS REPORTED FOR THE CITIES AND VILLAGES OF SPAIN, OCTOBER, 1909, TO SEPTEMBER, 1914.

(Relative average prices, October, 1909, to March, 1914, = 100.)

Commodity.	October, 1909, to March, 1910.	April to September, 1910.	October, 1910, to March, 1911.	April to September, 1911.	October, 1911, to March, 1912.	April to September, 1912.	October, 1912, to March, 1913.	April to September, 1913.	October, 1913, to March, 1914.	April to September, 1914.
Bread, wheat.....	105.5	102.7	97.2	97.2	94.4	97.2	94.4	102.7	105.5	108.3
Beef.....	101.2	98.1	100.0	98.1	101.2	101.2	101.2	99.3	103.7	108.2
Mutton.....	98.4	95.4	96.2	96.2	99.2	100.0	102.2	103.0	109.0	108.2
Fish, cod.....	100.7	100.7	92.2	98.4	99.2	100.0	102.2	103.0	109.0	106.0
Potatoes.....	92.8	100.0	107.1	92.8	100.0	100.0	100.0	100.0	121.4	107.1
Peas, Spanish.....	97.2	101.3	97.2	98.6	95.9	102.7	104.0	101.3	108.1	112.1
Rice.....	93.1	98.2	98.2	101.7	105.2	101.7	101.7	101.7	101.7	101.7
Wine.....	89.1	102.7	113.5	110.8	97.2	97.2	97.2	100.0	100.0	105.4
Milk.....	100.0	100.0	100.0	102.7	105.5	100.0	97.2	100.0	97.2	111.1
Egg.....	97.2	109.0	91.8	106.3	91.8	104.5	95.4	111.8	101.8	126.3
Sugar.....	107.3	109.0	104.8	102.6	102.6	100.8	95.0	92.6	89.3	89.3
Oil, table.....	99.2	106.8	109.1	101.5	87.7	99.2	99.2	98.4	98.4	96.9
Average for all commodities	98.1	101.9	100.1	100.5	98.3	100.3	99.3	101.0	103.3	106.7

SWEDEN.¹

Although the increase in prices which commenced with the beginning of the year continued in May, the increase was not so great for that month as for April preceding. Out of a total of 56 articles, of which average prices have been calculated, based on returns from 44 localities throughout Sweden, prices of 27 rose during the month of May. Among these were butter, fresh eggs, bread, except wheat bread (soft); meat, except salt mutton, pork; and peat (used for fuel). Prices of 11 commodities fell and those of 18 remained unchanged. Prices in localities in Norrland, one of the northern Provinces of the Kingdom, rose relatively less than prices in other parts of the country. There follows a table which shows the increase (percentage) in retail prices in Sweden over prices of July, 1914, as reported from 44 different localities during the months of August, 1914, to May, 1915.

¹ Sociala Meddelanden utgivna av K. Socialstyrelsen. Stockholm, 1915, No. 6.

INCREASE IN RETAIL PRICES IN SWEDEN OVER PRICES OF JULY, 1914, AS REPORTED FROM 44 DIFFERENT CENTERS FOR INDICATED MONTHS, AUGUST, 1914, TO MAY, 1915.

Commodity.	Per cent of increase since July, 1914.									
	August, 1914.	September, 1914.	October, 1914.	November, 1914.	December, 1914.	January, 1915.	February, 1915.	March, 1915.	April, 1915.	May, 1915.
Milk:										
Unskimmed.....	(1)	(1)	(1)	(1)	(1)	(1)	(1)	6.7	6.7	6.7
Hand-skimmed.....	(1)	(1)	(1)	(1)	(1)	(1)	(1)	(1)	(1)	12.5
Separator.....	(1)	(1)	(1)	(1)	(1)	(1)	(1)	(1)	16.7	16.7
Butter:										
Table, creamery.....	(1)	0.9	8.6	10.3	15.0	18.0	13.3	14.2	15.5	18.0
Cooking, country.....	1.9	3.3	10.5	13.8	16.7	16.2	13.3	16.2	18.6	21.0
Oleomargarine, vegetable.....	5.1	8.0	13.0	13.8	14.5	14.5	20.3	25.4	26.1	23.9
Eggs, fresh.....	² 1.5	8.8	51.8	80.3	97.1	90.5	65.0	37.2	9.5	13.1
Peas, yellow.....	10.0	16.7	43.3	56.7	63.3	70.0	93.3	106.7	106.7	103.3
Beans, brown.....	8.7	10.9	15.2	23.9	28.3	37.0	41.3	58.7	56.5	54.3
Flour, wheat, Swedish, best..	16.1	12.9	19.4	19.4	19.4	22.6	25.8	25.8	38.7	38.7
Meal, rye, Swedish best.....	19.0	19.0	28.6	33.3	33.3	33.3	47.6	52.4	66.7	66.7
Flour, rye, Swedish best.....	14.8	14.8	22.2	25.9	25.9	29.6	37.0	40.7	51.9	51.9
Oats, hulled, cleaned.....	25.0	30.6	41.7	41.7	44.4	47.2	52.8	55.6	55.6	52.8
Rice, best, Swedish.....	7.7	7.7	7.7	10.3	10.3	12.8	15.4	17.9	20.5	20.5
Rye bread:										
Hard, coarse.....	14.6	12.2	14.6	14.6	14.6	17.1	24.4	29.3	34.1	36.6
Soft, loaf, sweet.....	13.2	10.5	15.8	15.8	15.8	15.8	18.4	21.1	26.3	28.9
Loaf, sour.....	6.5	3.2	3.2	3.2	3.2	9.7	12.9	16.1	22.6	25.8
Bread, wheaten:										
Zwieback.....	8.0	8.0	8.0	9.3	9.3	10.7	12.0	16.0	18.7	21.3
Cheapest, with water.....	11.4	9.1	11.4	13.6	11.4	6.8	13.6	15.9	22.7	25.0
Cheapest, with milk.....	6.8	6.8	8.5	8.5	8.5	6.8	10.2	11.9	15.3	15.3
Beef, fresh:										
Steak.....	² 1.7	² 4.2	² 7.6	² 9.3	² 7.6	² 1.7	(1)	1.7	7.6	14.4
Soup.....	² 2.1	² 5.2	² 9.3	² 10.3	² 8.2	² 1.0	3.1	3.1	9.3	18.6
Veal:										
Fattened, steak.....	² 2.3	² 3.1	² 4.6	² 3.8	² 8	3.8	3.8	6.1	10.7	14.5
Young, steak.....	² 1.4	² 2.9	² 2.9	² 2.9	1.4	5.8	7.2	8.7	14.5	21.7
Mutton:										
Fresh, steak.....	² 3.7	² 8.1	² 14.0	² 14.0	² 11.0	² 2.2	1.5	5.9	12.5	16.2
Salt, Swedish.....	² 8	² 3.3	² 5.8	² 5.8	² 5.0	² 8	2.5	4.1	10.7	10.7
Pork:										
Fresh, sides.....	² 8	² 1.6	² 1.6	² 8	2.3	10.2	14.1	21.1	33.6	39.8
Salt, Swedish.....	.7	² 7	(1)	1.5	3.7	10.4	14.1	18.5	31.1	35.6
Herring, salt, fat.....	4.7	4.7	4.7	4.7	7.0	4.7	4.7	7.0	11.6	9.3
Coffee, green, prime, Santos...	1.9	1.3	1.9	1.9	2.5	2.5	2.5	2.5	2.5	2.5
Sugar, loaf.....	3.1	3.1	3.1	3.1	3.1	3.1	3.1	3.1	3.1	3.1
Kerosene, water-white.....	(1)	5.0	10.0	10.0	10.0	10.0	10.0	10.0	10.0	10.0
Coal:										
Anthracite, walnut, delivered.....	19.1	13.5	8.9	7.7	7.4	9.7	13.0	14.0	14.5	15.8
English, household, delivered.....	26.6	15.3	11.4	9.6	12.2	17.5	27.1	38.4	41.0	45.4
Coke:										
Gas-work, delivered.....	12.4	11.0	12.4	11.7	13.1	15.2	18.6	19.3	26.9	28.3
English, stove, delivered..	25.4	16.4	9.0	9.0	9.6	12.4	17.5	20.3	24.9	24.9

¹ No change.

² Decrease.

STRIKES IN SPAIN, MAY, 1915.

The monthly bulletin of the Institute of Social Reform in Spain (*Instituto de Reformas Sociales*) for June, 1915, reports 26 strikes as occurring during May of that year. The most important strike reported, so far as regards the number of employees affected, was that of the seamen. Of the 2,400 persons employed at the port of Barcelona the entire number went on strike, demanding a 10 per cent increase in wages; after remaining out 17 days, the strikers were successful.

Of the 1,200 barbers in the city of Barcelona 500 went on strike for increased wages, a 9½-hour day, abolition of certain of their duties, and the regulation of Sunday rest. This strike lasted 25 days, but was unsuccessful.

The only other strike of great importance, as measured by the number of persons affected and its duration, was that of the makers of electrical adding machines in Barcelona, involving 161 out of 328 employed; it was begun for the reinstatement of 5 discharged workmen. The strike lasted 33 days and was unsuccessful.

OFFICIAL REPORTS RELATING TO LABOR, RECEIVED FROM JUNE 1 TO JULY 31, 1915.

In the following pages the various State and foreign reports relating to labor have been listed, and a brief note or statement made in regard to the character of the report or its contents, and in certain cases a brief summary of the more important facts presented in the report. It will be the purpose of this REVIEW to present such lists monthly, adding wherever the material seems to demand it more extended abstracts of the contents.

UNITED STATES.

California.—*Commission of Immigration and Housing. First Annual Report, January 2, 1915. 123 pp. Illustrated.*

Contains a brief digest of preliminary surveys covering the tenement and lodging-house problems in San Francisco, naturalization of aliens in California, education of the immigrant, the immigrant and the administration of law, and the immigrant and transportation. A report of the inspection of labor camps and of the activities of the bureau of complaints covers about 55 pages. A chapter is devoted to constructive housing and one to the problem of unemployment, the latter giving conclusions and recommendations and a plan for temporary relief. Scattered throughout the report are tables showing (1) working force and residents at date of inspection in labor camps, (2) general condition of labor camps, (3) sanitary condition of labor camps, (4) nationalities represented in labor camps, (5) summary of reinspection returns on labor camps, (6) complaints received, (7) transcript of complaint register, and (8) bad law violations in tenement houses in San Francisco.

Industrial Accident Commission. Tentative Mine Safety Rules, 1915. 66 pp.

Prepared by a committee of mining men at the request of the industrial accident commission under authority granted by the State workmen's compensation, insurance, and safety act, and published for the purpose of inviting criticisms or suggestions by employers, employees, and others interested. The list of tentative rules is prefaced by a statement addressed to the California mine operators and employees calling attention to their application and giving the method to be pursued in filing objections.

Colorado.—*Inspector of Coal Mines. Second Annual Report, 1914. 83 pp.*

The mines of Colorado produced 1,067,516 fewer tons of coal in 1914 than in 1913, the reasons for the decrease, as given in the report, being the European war, the Mexican war, the Colorado coal strike, and the exceedingly mild fall and winter. The

report contains data respecting men employed, production of coal, chronological list of fatal accidents, nonfatal accidents, and ends with a directory of coal mines. A list of shot firers holding certificates issued during 1914 is presented. Of the 75 fatal accidents reported 42 were the result of carelessness or negligence. Five hundred and thirty-eight nonfatal accidents were reported. The important facts contained in the report include:

Number of mines in operation	188
Number of new mines opened	13
Number of old mines reopened.....	17
Number of mines closed or abandoned.....	21
Tons of coal produced.....	8, 201, 423
Total number of machines used.....	281
Average number of days worked.....	176.9
Number of men employed as miners.....	5, 618
Total number of men employed in and about the mines.....	10, 596
Daily production of each miner (average number of tons).....	8.2
Annual production of each miner (average number of tons).....	1, 451
Total number of tons of coke produced.....	666, 458
Number of coke ovens in operation.....	1, 582
Amount of compensation paid for death and injury.....	\$73, 256. 53
Cost of development during the year.....	\$440, 056. 60

Georgia.—*Commissioner of Commerce and Labor. Third Annual Report for the fiscal year ending December 31, 1914. Atlanta, 1915. 126 pp.*

Presents 9 pages of historical matter on the commerce of Georgia, followed by 85 pages devoted to a short history, together with a list of the manufactures, the streams, banks, railroads, and population of each county in the State. The report contains 17 statistical tables relating to the following industries: Textile mills; men's and women's garments; cotton compresses; fertilizer factories; cotton-oil mills; brick, tile, and clay products; foundry, machine, and repair shops; marble and granite quarries; bottlers and brewers; electric power plants; gas plants; buggies, carriages, and wagons; ice factories; and miscellaneous manufactures and utilities.

Illinois [CHICAGO].—*First Semiannual Report of the Department of Public Welfare. March 15, 1915. 125 pp.*

Tells of the creation, organization, and purpose of the new department; gives an account of the activities of the bureau of employment, and of the bureau of social surveys. The bureau of employment investigated unemployment in Chicago, labor agencies in Chicago, vocational education, and city farming. The bureau of social surveys collected data relating to the 12 smaller park districts, 50 cheap lodging houses, housing survey in the Italian district of the seventeenth ward, and the function of a farm colony. On the subject of unemployment it is stated that of 58,204 workers studied, 6,995, or 12 per cent, were found to be unemployed. Of the 5,237 reporting as to length of time unemployed, 707, or 13.5 per cent, stated that they had been out of employment less than 1 month; 1,676, or 32 per cent, between 1 month and 2 months; 733, or 14 per cent, from 2 months to 3 months; 644, or 12.3 per cent, more than 3 months and less than 6 months; 848, or 16.2 per cent, between 6 and 12 months; and 629, or 12 per cent, 1 year and over.

Kentucky.—*Bureau of Agriculture, Labor, and Statistics. Twentieth Biennial Report, 1912 and 1913. 255 pp. Illustrated.*

Confined largely to work along agricultural and statistical lines, the result of labor inspection having been made in the annual labor report.

Department of Mines. Abstract of Annual Report for the year 1914. 40 pp.

Contains statistics of mines showing number of employees, fatalities, tonnage, methods of operation, disposition, and selling value. The tonnage of coal was produced by 70 companies, operating 364 mines in 29 counties, employing between 32,000 and 33,000 persons. Accidents caused 61 deaths, 53 inside the mines, and 8 on the surface or in shafts.

Louisiana.—*Factories Inspection Department of the Parish of Orleans. Seventh Annual Report, covering the period from September 1, 1913, to December 31, 1914. 8 pp.*

Quotes at length from a report made by an investigator of the Consumers' League of New Orleans comprising data obtained in 34 establishments as to wages paid women and children in industry, which report discloses that of the 5,365 workers reporting 24 per cent earned less than \$4 per week, 56.3 per cent earned less than \$6 per week, and only 10.3 per cent earned \$10 per week and over. Two thousand and forty-seven establishments were inspected; 428 accidents, of which 1 was fatal, are reported and 5 cases in which affidavits were made for violations of law are mentioned. The largest industry scheduled was the department stores. A plea is made for continuation schools.

Massachusetts.—*State Board of Labor and Industries. Second Annual Report, January, 1915 (Public Document No. 104). Boston, 1915. 60 pp.*

Reviews the work of enforcing the provisions of the various factory acts. During the year the factory inspectors inspected 28,858 establishments and issued 13,194 orders. Of these orders, 9,396, or 71.2 per cent, bore on questions of hours of labor, school certificates, posting notices, and Sunday employment; 2,268, or 17.2 per cent, concerned questions of ventilation, humidity, dust removal, toilets, etc.; 1,530, or 11.6 per cent, related to the safeguarding of dangerous machinery, openings, and egress. Other sections of the report relate to home work, housing conditions, condition of workrooms, and economic status of families.

Bureau of Statistics. *Sixth Annual Report on labor organizations. Labor Bulletin No. 105. 1913. 63 pp.*

Presents data relating to the advance of the labor movement in the State, special attention being given to statistics showing the number and membership of organizations, conditions of employment of members, and rates of pay and hours of labor. There were, in 1913, 1,403 local trade-unions with a total of 241,726 members. The matter of unemployment is given extended consideration and some constructive measures are proposed with a view to reducing to a minimum the number out of work. The average per cent of members unemployed from all causes was 8.7.

Bureau of Statistics. *Immigrant aliens destined for and immigrant aliens departed from Massachusetts. Labor Bulletin No. 108. 1914. 12 pp.*

This bulletin is Part V of the annual report on the statistics of labor for 1915, and was issued on June 1, 1915. It is the tenth annual presentation of this subject. Massachusetts has ranked third or fourth for the past 20 years as the declared destination of immigrants coming to the United States. For the year ending June 30, 1914, 93,200, or 7.6 per cent, of the total immigrants admitted to this country settled in Massachusetts. Where formerly the immigrants were of Teutonic and Celtic origin they were during the period covered by this report largely from the countries of eastern and southern Europe and western Asia. A table is given showing that the increase in the number of immigrants over emigrants was 77,217. Of the total number of aliens who departed from the United States, 5.3 per cent departed from Massachusetts.

Teachers' Retirement Board. The Teachers' Retirement System. Bulletin No. 1. 1913. 20 pp.

Aside from containing the text of the Massachusetts law establishing the retirement system for public school teachers, this pamphlet is arranged in the form of questions and answers, which are presented in response to a demand for a concise explanation of the system and its workings. The word "annuity" is defined as a payment for life to a retired teacher derived from his own contributions, and the word "pension" means a payment for life from contributions from the Commonwealth. The law became operative July 1, 1914, and its provisions benefit all day public school teachers employed by the school committee in towns and cities of the State, except Boston, also day school teachers in certain industrial schools. The text answers questions relating to membership, assessments, retiring allowances, refunds, management, and local retirement systems. Under the last division 13 cities, including Boston, are mentioned as having adopted the teachers' pension law of 1908.

Missouri.—*Bureau of Mines, Mining and Mine Inspection. Twenty-eighth Annual Report, 1914. 159, viii pp.*

Covers the entire mineral production of the State, including coal, zinc, lead, clay, iron, barytes, and silicate. The production of each and the value is summarized in the following table:

AMOUNT AND VALUE OF MINERALS PRODUCED IN 1914.

Mineral.	Tons.	Value.
Barytes.....	500	\$2, 146
Clay.....	606, 660	597, 284
Coal.....	3, 840, 453	6, 691, 060
Iron.....	31, 394	62, 838
Lead.....	398, 118	11, 549, 521
Silicate.....	252, 626	537, 742
Zinc.....	146, 013	5, 632, 457
Total.....	5, 275, 764	25, 073, 048

Forty-three fatal and 85 nonfatal accidents are reported, the largest percentage of both being in the coal mines. The 1914 production of lead broke all previous records, while the production of zinc was less than in 1913. Better safety and sanitary conditions are urged.

New Jersey.—*Bureau of Industrial Statistics. Thirty-seventh Annual Report, for the year ending October 31, 1914. Camden, 1915. 240 pp.*

Consists of three parts. Part I deals with the statistics of manufactures, and includes all manufacturing establishments whose annual products are not less than \$500 in value. Tables are presented showing the number of workers employed each month, by industries; also the number of men, women, and children receiving each classified weekly amount of earnings, by industries. Part II deals with statistics of employment, wages, etc., on steam railroads in New Jersey; retail prices of food; and fruit and vegetable canning industry. Part III deals with the industrial chronology of New Jersey for the year ending September 30, 1914, which is an industrial history of the State and records accidents to workmen while on duty; permanent or temporary suspension of work in factories; increases and decreases of working time and wages; new manufacturing plants erected and old ones enlarged; damage to manufacturing plants by fire and flood; trade and labor unions organized; strikes and lockouts. Accidents causing death to the number of 299 were reported and those causing serious injury numbered 3,402. Of the total accidents, 2,723 occurred on railroads and 978 in other industries.

Tables are given showing cause of accidents and nature of injury.

New Mexico.—*State Mine Inspector. Third Annual Report, for the year ending October 21, 1914. 56 pp.*

Contains detailed report of the inspection of the 44 coal mines of the State; also the text of the State mining law. Report concludes with a schedule of mine bell signals. Statistical tables include cause and number of nonfatal accidents, fatal accidents, prices paid for labor, and total production of coal. The report is summarized in the following statement:

Number of mines in operation.....	44
Tons of coal produced.....	3, 826, 885
Total number of machines used.....	32
Tons of coke produced.....	405, 127
Number of employees in and about mines.....	4, 021
Number of employees employed about coke ovens.....	291
Number of fatal accidents.....	14
Number of nonfatal accidents.....	95
Tons of coal mined for each life lost.....	273, 348. 9
Number killed for each thousand employed.....	3. 24

New York.—*State Workmen's Compensation Commission. First Annual Report, for the period March 30 to December 31, 1914. 151 pp.*

This report, submitted to the State legislature under date of March 8, 1915, comprises a brief relation of the acts of the commission; an outline of organization; a review of methods and work performed by the various subdivisions of the commission; a detailed statement of the expenses of the commission; a statement of the number of awards made; a statement of the condition of the State insurance fund; and recommendations for amendments to the law.

The investigation and handling of claims proved to be an important function of the commission. The medical division is closely related to the claims division—in fact, many claims for compensation resolved themselves into purely medical questions. Over 130,000 notices of injury were filed during the seven months from July 1, 1914, to January 31, 1915, and 22,221 claims for compensation were made, or 17.09 per cent of the total number of notices. This low percentage is due to the fact that the law allows compensation only for such injuries as result in disability for more than 14 days, that many of the notices of injury were from persons not in employments covered by the act, and that some reported injuries were sustained prior to July 1, 1914, and were therefore not compensatable. Eighteen thousand nine hundred and thirty claims were allowed, involving \$1,576,801.86. The legal bureau of the commission considered 657 appeal cases.

The first annual report of the State insurance fund forms the second main subdivision of the report. The total number of policies in force at the beginning of business July 1, 1914, was 5,011 representing semiannual premiums amounting to \$574,375.90. At the close of business on December 31, 1914, the number of policies in force was 7,119, and the amount of semiannual premiums was \$692,583.64. The increase in five months—August to December inclusive—was at the rate of about 300 new policies per month. Of the 6,373 policyholders at the end of the first quarter, 5,346 had premiums of less than \$100 per year.

The third main subdivision of the report is the report of the actuary for the half year ending December 31, 1914. This is supplemented by appendixes giving the bases and formulas for calculating the value of compensation payable to beneficiaries.

Ohio.—*Industrial Commission. Ohio State Insurance Manual—Rules and Rates. Effective July, 1915. 185 pp.*

The chapters in this pamphlet cover: A brief review of the development of the rates and merit rating system as under the Ohio State insurance plan; resolution of June 25, 1915, controlling the revision of rates as of July 1, 1915; rules of the Industrial Commission of Ohio governing merit rating system; rules governing contractors' merit rating system; and rules and regulations of the Industrial Commission of Ohio under the provisions of the Workmen's Compensation Act of 1913. As a part of the appendixes tables are given covering the trade hazard factor and credit premium factor as relates to the contractors' schedule. The volume is indexed both as to classifications and schedules.

Industrial Commission. Department of Investigation and Statistics, Report No. 8. Industrial accidents in Cuyahoga County, Ohio, from July 1, to December 31, 1914. 43 pp.

One of a series of bulletins pertaining to specific localities, specific industries, or specific causes of accidents issued for the purpose of assisting employers and employees in devising means and adopting plans for the prevention of industrial accidents, and shows some of the more important facts concerning 8,672 such accidents for which awards were made under the Workmen's Compensation Act. The 44 fatal accidents involved awards amounting to \$103,582.57. Fifteen of these accidents were in the contracting industry. There were 8,628 nonfatal accidents, of which 165 caused permanent partial disability, 3,892 disability for more than 7 days, and 4,571 disability of 7 days or less. Of the nonfatal accidents the metal industry shows the largest per cent—45.1.

Industrial Commission. Department of Investigation and Statistics, Report No. 11. Industrial accidents in Mahoning County, Ohio, from July 1 to December 1, 1914. 25 pp.

As to the subject matter this bulletin is the same as the one mentioned above. Facts are given concerning 15 fatal and 2,659 nonfatal accidents in Mahoning County, Ohio, of which Youngstown is the principal city. Of the 15 deaths 7 occurred in the ore reduction and concentration industry, and of the nonfatal accidents 1,960, or 73.7 per cent, occurred in the metal industry. The report is largely statistical.

Industrial Commission. Department of Investigation and Statistics, Report No. 13. Industrial accidents in Stark County, Ohio, from July 1 to December 31, 1914. 25 pp.

Covers the same subject as the two reports above. Contains statistical tables giving information relating to 16 fatal and 1,373 nonfatal accidents in Stark County, Ohio, of which Canton is the county seat. Awards amounting to \$88,239.62 were paid. Of the 16 deaths 5 occurred in the metal industry, and of the accidents resulting in partial, permanent, or temporary disability 1,007, or 73.3 per cent, occurred in the same industry. Twenty pages are devoted to statistics.

Chief Inspector of Mines. Thirty-ninth Annual Report, for the year ending December 31, 1913. 486 pp.

Major portion of volume devoted to detailed reports of the work of the 12 district inspectors. Following these are lists by counties of coal companies, limestone operators, fire-clay mine operators, and gypsum and iron ore operators in Ohio. The report further contains the usual coal review, special reports, accounts of mine fires, synopsis of fatal accidents, mining laws and legislation, and concludes with the report of the Ohio Coal Mining Commission submitted to the governor of the State.

The total production of coal amounted to 36,285,468 tons, an increase over 1912 of 1,841,177 tons. More than 48,000 men were employed and the average time worked in the pick mines of the State was 189 days, while the average time in the machine mines was 204 days. One hundred and sixty-two fatal accidents are reported and the total number of accidents was 1,039, an increase over 1912 of 313.

The report of the Ohio Coal Mining Commission discusses three general subjects, conservation of coal resources, prevention of accidents, and screened coal versus mine-run system of payment.

Oregon.—*Board of Inspectors of Child Labor. Biennial Report, 1913 and 1914. Portland, 1915. 11 pp.*

Notes a decided change in the character of applications for permits during the past two years, due to three causes. First, there is less effort to employ very young children in store, shop, or factory. Second, there is better cooperation of school authorities. Third, under the rulings of the industrial welfare commission as to the minimum-wage law, many firms refuse to employ children under 16 years of age. During 1913 and 1914, 873 age and schooling certificates were granted, 296 permits were refused because of under age and under grade, and 127 refused because of prohibited employments. Report closes with a synopsis of child-labor law.

Child Welfare Commission. First Biennial Report, 1913 and 1914. Salem, 1915. 43 pp.

Consists entirely of text matter, discussing the operations of the Oregon School for the Deaf; School for the Feeble-minded; School for the Blind; Boys' Training School; Girls' Training School; also problems concerning delinquent children; juvenile probation work; illegitimate children; industrial work in public schools; physical and moral welfare of school children. Special recommendations are made looking toward the welfare of children.

Pennsylvania.—*State Dependents Commission. Report and recommendations, 1915. 88 pp.*

Contains report of the investigation of the question of the care, education, and support by the State of all those who were by accident, misfortune, sickness, or disease dependent upon the generosity of the citizens of Pennsylvania. The discussion of the State supervision of charities is summarized in the declaration that "a system of supervision should be so planned as to utilize the knowledge and ability of the local officers of existing institutions, and in addition to supplement their knowledge in fields where a broader oversight is needed. The primary need of local officers is information and instruction, rather than undue restriction and control."

Care of the blind, deaf and dumb, insane and feeble-minded, and dependent and delinquent children is described in some detail and specific recommendations are submitted intended to improve conditions of environment and supervision. Eight pages are devoted to consideration of the criminal class, including a plan of reform of the county jail system. Child welfare is given considerable attention. The subdivisions of this chapter cover discussions of dependent and delinquent children, the juvenile court, incorrigible children, schools and the juvenile delinquent, vocational education, education and industry, and homes for children and for the aged.

The report concludes with a chapter on unemployment, the distribution of labor, and workmen's compensation.

Department of Mines. Report, 1913. Part I, Anthracite. 606 pp. Part II, Bituminous. 1078 pp.

Part I covers in detail the operations in the 21 anthracite districts and Part II the operations in the 28 bituminous districts as related by the inspectors. Observations and suggestions relating to mine subjects, with special reference to the prevention

of accidents, are offered. Both volumes are largely statistical. The important facts are summarized in the following statement reproduced in the introduction to each volume:

The production of coal in Pennsylvania for 1913 reached the vast proportions of 264,657,020 net tons, of which 173,030,064 tons were bituminous and 91,626,956 tons were anthracite. All previous records of production were beaten and the great coal-producing territory of Pennsylvania has again the distinction of producing one-half the entire output of the United States and about one-fourth the output of the world.

In the bituminous region the number of inside employees was 156,289, outside 33,635, total 189,924; in the anthracite region the number of inside employees was 128,667, outside 46,641, total 175,308.

The number of fatal accidents in the bituminous region was 611, nonfatal 1,164. The number of fatal accidents in the anthracite region was 624, nonfatal 1,238.

The production of coke by operators of coal mines under the supervision of the mine law was 24,718,238 net tons. In addition to this about 2,000,000 tons were produced by iron and steel establishments that do not mine coal.

South Carolina.—*Commissioner of Agriculture, Commerce, and Industries. Sixth Annual Report, 1914. Labor Division. Columbia, 1915. 127 pp.*

Devoted largely to a directory of the principal industrial establishments in the State and 10 statistical tables. Seven tables relate to the textile and cottonseed oil industries and three tables are summaries of all industries. The tables show the amount of capital invested, value of products, number, sex, and age of employees, and total wages paid.

The report of the two factory inspectors covers 14 pages of text. The principal work of the inspectors was the detection of violation of the child-labor laws. A tabular statement of factory-employed children from 1909 to 1914 follows. In 1912 the factory law was changed so as to absolutely prohibit the employment of children under 12.

CHILDREN EMPLOYED IN FACTORIES OF SOUTH CAROLINA, BY AGE GROUPS, 1909 TO 1914.

Year.	Children employed in factories whose ages were—		
	14 to 16 years.	12 to 14 years.	Under 12 years.
1909.....	4,412	3,876	726
1910.....	5,099	4,095	620
1911.....	4,858	3,176	410
1912.....	5,073	3,619	.....
1913.....	5,003	3,581	.....
1914.....	4,945	3,435	.....

Texas.—*Bureau of Labor Statistics. Third Biennial Report, 1913 and 1914. Austin, 1915. 207 pp.*

Contains wage statistics of railroad employees; wage statistics in other industries; accident statistics; list of union labor organizations and officers; suggestions from wage earners; opinions of the attorney general on labor laws; analysis of safety-appliance inspection; tabulated report of factory inspections during the years ending August 31, 1913, and 1914; and a statement of resources of the State by counties. A summary of factory inspection for the two years ending August 31, 1914, shows that 577 places were inspected, employing 40,904 persons, of whom 32,241 were males and 8,663 were females. The number of children removed from service, as being under age (15 years), was 251. A detailed statement of 84 industrial accidents which resulted fatally is given. There were 16,277 nonfatal industrial accidents recorded for the period, causing an approximate loss of 95,400 days.

Wyoming.—*State Coal Mine Inspectors. Annual Report for the year ending September 30, 1914. 36 pp.*

This pamphlet includes the report of both State mine inspectors, 18 pages being devoted to each. The text covers Accidents, Steps taken to prevent accidents, Timber, Board of inquiry, Violations of rules, Ventilation, Explosions, Safety first, First aid to the injured, and concludes with recommendation of the enactment of laws relating to safety and prevention of accidents. The report shows a total tonnage of 7,221,771; men employed, 8,418; fatal accidents, 52.

United States.—*Department of Commerce. Bureau of the Census, Index to Occupations, 1915. 414 pp.*

Is an index in two forms—alphabetical and classified—of 9,000 or more occupational designations, classified under 428 occupations or occupation groups. The occupations and occupation groups, excepting clerical occupations, are grouped under the eight general divisions into which the industrial field is divided by the Census Bureau, each occupation being classified in that part of the industrial field in which it is most commonly pursued. For example, blacksmiths, carpenters, electricians, and machinists have been classified under "Manufacturing and mechanical industries," although each of these trades is pursued in almost every industry. Clerical occupations, which are as common to one general division of occupations as to another, have been classified apart. The index enables the user to see exactly the kind of occupational designations returned by the enumerators of the Thirteenth Census, which were reported and classified under a specified occupation or occupation group. Six pages of instructions for using the index are incorporated in the volume.

FOREIGN COUNTRIES.

Canada.—*Department of Labor. Fourth Annual Report of Labor Organizations in Canada for the calendar year of 1914. Ottawa, 1915. 238 pp.*

Contains account of trade-union developments in Canada during 1914 and treats of such topics as, the war and trades unionism, some incidents in the history of organized labor during 1914, international trade-union organizations, miners' organizations, trades and labor congresses of Canada, federation of trade-unions, district councils, railroad brotherhoods, trades and labor councils, trade-union locals, business agents, trade-union beneficiary work, organization of women wage earners, history of labor day and labor Sunday, conventions to be held in 1915, and statistics concerning local trade-unions, etc. The estimated membership of trade-unions in Canada at the end of 1914 was 166,163, as compared with 175,799 at the end of 1913. Of the above number for 1914, 134,348, were members of international organizations; and of that number about 800 were women. Of the total membership, railroad employees constituted 24.9 per cent, or the largest proportion, while the building trades made up 18.9 per cent, the next largest proportion. The total disbursements for trade-union benefits for 1914 by the various international organizations amounted to \$12,837,987, showing a decrease of \$2,134,718 as compared with the figures reported for 1913. Of the total expended in 1914, \$8,864,631 (the largest portion) was paid in death benefits and \$1,953,350 (the next largest portion) in strike benefits.

Department of Labor. Wholesale prices, Canada, 1914. Ottawa, 1915. 259 pp.

This report forms the sixth of a series on this subject issued by the labor department. The report consists of an introduction, a general summary, movement of prices by groups and commodities, and statistical tables showing in detail prices of grains and fodder, animals and meats, dairy products, fish and vegetables, miscellaneous grocer-

ies, textiles, hides and tallow, leather boots and shoes, metals and implements, fuel and lighting materials, building materials, house furnishings, drugs and chemicals, and a collection of miscellaneous articles (furs, liquors, tobacco, paper, rope, rubber, soap, starch, gunpowder, etc.). Tables of index numbers, 1890-1913, are presented, showing movement of 13 principal commodities. There is an appendix summarizing retail prices in Canada for all of the years from 1910 to 1914, and one presenting prices in Great Britain, United States, France, and Australia by series of index numbers together with a final appendix regarding coal production in 1914. The following table presents a summary by index numbers of the prices of all commodities by certain designated groups, 1905-1914. (A full account of this index number is published in Bulletin No. 173 of this bureau.)

INDEX NUMBERS OF WHOLESALE PRICES IN CANADA OF ALL COMMODITIES, BY GROUPS, 1905 TO 1914.

[Source: Canada. Department of Labor. Wholesale prices, Canada, 1914, p. 4.]

(Average prices 1890-1899=100.)

Classes of commodities.	Year.									
	1905	1906	1907	1908	1909	1910	1911	1912	1913	1914
1. Grains and fodder.....	116.4	118.5	140.2	148.3	149.9	140.7	148.4	167.3	136.8	156.5
2. Animals and meats.....	120.7	130.1	133.8	129.6	148.6	163.6	146.6	160.8	180.8	192.3
3. Dairy produce.....	115.1	120.2	131.5	136.3	133.6	135.7	123.2	159.0	154.7	154.4
4. Fish.....	115.7	121.8	129.5	120.5	134.0	145.1	143.6	155.7	158.0	156.0
5. Other foods.....	100.7	103.1	112.5	110.3	107.6	111.3	118.7	126.0	117.4	118.8
6. Textiles.....	114.6	123.4	126.1	111.0	108.3	114.6	119.2	120.7	130.8	133.5
7. Hides, leather, boots.....	119.6	128.1	125.5	120.0	135.4	135.4	139.6	152.4	163.9	171.8
8. Metals and implements:										
(a) Metals.....	108.4	128.6	134.8	106.3	101.9	97.6	108.3	117.4	119.1	113.9
(b) Implements.....	106.1	106.0	107.1	104.2	102.4	104.5	104.5	104.7	105.6	106.8
9. Fuel.....	104.1	106.4	108.8	102.2	103.8	103.0	100.5	113.3	118.2	110.9
10. Building materials:										
(a) Lumber.....	134.1	152.7	165.2	162.6	154.6	158.5	165.4	166.5	181.3	182.1
(b) Miscellaneous.....	106.8	104.7	108.7	107.5	105.7	109.2	102.6	105.4	112.7	111.4
(c) Paints, oils, glass.....	125.3	135.3	141.2	136.8	135.2	145.5	154.5	148.6	144.8	140.7
11. House furnishings.....	107.3	113.0	112.7	112.8	110.4	110.6	110.4	114.5	126.2	129.5
12. Drugs and chemicals.....	106.4	106.3	108.5	107.1	103.9	109.5	112.1	115.5	113.3	121.6
13. Miscellaneous:										
(a) Furs.....	217.4	229.2	239.4	231.8	227.2	234.5	252.9	297.3	307.9	205.4
(b) Liquors, tobaccos.....	108.1	108.1	125.5	118.0	117.5	132.9	151.2	155.2	134.7	136.9
(c) Sundry.....	121.1	120.9	123.0	117.6	121.6	118.0	110.3	104.3	113.1	108.5
Total.....	113.8	120.0	126.2	120.8	121.2	124.2	127.4	134.4	135.5	136.1

Denmark.—*Statens Statistiske Bureau. Statistiske Meddeleser. Fjerde Række. Copenhagen, 1915. Vol. 45. [352 pp.]*

This is the forty-fifth volume of the fourth series of the general statistical series for Denmark. It consists of six parts, presenting statistics concerning products subject to Government control (alcohol, beer, sugar, oleomargarine, cigarettes, etc.) in 1913 and 1914; crop reports in Denmark, 1913 and 1914; official prices of grains in 1914, and the results of an investigation on conditions of labor, wages, etc., of employees in commercial offices. The investigation concerning labor conditions of employees in commercial offices during 1914 covered 2,814 offices, in which were employed 9,866 clerks (6,241 men and 3,625 women). In addition to the information obtained from the employers in these establishments, individual schedules were obtained from 9,540 of the employees concerned in the inquiry. Two tables relating to hours and wages are here added, together with the following summary as to persons for whom wage data were obtained:

NUMBER AND SEX DISTRIBUTION OF PERSONS FOR WHOM DATA WERE SECURED FROM EMPLOYERS AND EMPLOYEES.

	Number reported by employers.			Number reported by employees.		
	Males.	Females.	Total.	Males.	Females.	Total.
Cities.....	2,390	1,644	4,034	1,545	1,629	3,174
Provinces.....	3,845	1,972	5,817	4,062	2,304	6,366
Total.....	6,235	3,616	9,851	5,607	3,933	9,540

PER CENT OF PERSONS EMPLOYED IN COMMERCE AND ACCOUNTING EARNING CLASSIFIED ANNUAL WAGES, BY SEX, DENMARK, 1912.

Classified wages.	Per cent of male employees earning each classified amount in—				Per cent of female employees earning each classified amount in—			
	Cities.		Provinces.		Cities.		Provinces.	
	Re-reported by employers.	Re-reported by employees.	Re-reported by employers.	Re-reported by employees.	Re-reported by employers.	Re-reported by employees.	Re-reported by employers.	Re-reported by employees.
Under 200 crowns (\$53.60).....	1.4	1.4	3.3	3.8	1.9	1.5	1.9	2.7
200 to 399 crowns (\$53.60 to \$106.93)...	9.1	8.4	11.1	10.2	9.8	11.9	16.8	18.0
400 to 599 crowns (\$107.20 to \$160.53)...	6.4	6.3	12.6	14.0	17.2	17.0	21.8	21.2
600 to 799 crowns (\$160.80 to \$214.13)...	7.0	8.1	9.4	8.8	26.5	29.6	27.3	27.6
800 to 999 crowns (\$214.40 to \$267.73)...	6.6	7.6	9.6	10.7	20.6	20.2	16.6	17.7
1,000 to 1,199 crowns (\$268 to \$321.33)...	7.1	7.5	10.1	11.4	8.3	6.8	7.1	5.9
1,200 to 1,399 crowns (\$321.60 to \$374.93).....	11.0	13.0	12.9	11.8	7.8	6.8	5.2	4.5
1,400 to 1,599 crowns (\$375.20 to \$428.53).....	6.9	7.6	8.0	8.9	3.7	2.7	1.6	1.3
1,600 to 1,799 crowns (\$428.80 to \$482.13).....	5.3	5.4	3.2	3.7	1.0	1.1	.7	.5
1,800 to 1,999 crowns (\$482.40 to \$535.73).....	5.1	5.8	5.1	4.8	1.2	.9	.5	.3
2,000 to 2,399 crowns (\$536 to \$642.93)...	7.7	7.6	4.2	4.0	.7	.4	.5	.3
2,400 to 2,999 crowns (\$643.20 to \$803.73).....	8.9	7.4	4.3	3.6	.8	.8	.....	.....
3,000 crowns and over (\$804).....	17.5	13.9	6.2	4.3	.5	.3	.....	.....
Total.....	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

AVERAGE ANNUAL EARNINGS OF PERSONS WORKING CLASSIFIED HOURS PER DAY, DENMARK, 1912.

Class of commerce.	8 to 8½.	9 to 9½.	10 to 10½.	11 to 11½.	12 to 12½.	13 and over.
Males:						
Wholesale stores.....	\$562.80	\$411.65	\$358.32	\$371.18	\$358.85	\$298.55
Grain, coal, iron, etc.....	569.23	512.42	392.08	395.03	393.96	256.48
Groceries.....	.....	.....	.....	354.30	255.14	209.58
Women's wear, lingerie, etc.....	.....	.....	483.74	417.01	300.70	255.14
Cutlery.....	.....	.....	.....	325.89	252.72	259.69
Financial establishments.....	543.24	501.43	497.68	.....	.....	.....
Shipping houses.....	458.82	449.70	448.63	381.90	377.08	.....
Industry.....	512.68	497.68	411.38	392.03	416.74	.....
Females:						
Wholesale stores.....	274.70	231.02	211.18	214.94	182.24	.....
Meat shops.....	.....	.....	.....	180.36	177.68	175.27
Women's wear, lingerie, etc.....	.....	.....	213.60	210.11	173.66	164.55
Industry.....	271.22	261.30	220.03	211.72	183.58	.....

Finland.—*Statistiska Centralbyrån. Statistisk Årsbok för Finland, Ny Serie. Tolvte Årgången, 1914. Helsingfors, 1915. 649 pp.*

This is the twelfth issue of the new series of the yearbook for Finland. The subject matter is divided into 23 chapters or sections, consisting of 365 separate tables. It contains the usual statistical information found in publications of this kind. Among those parts of particular interest to labor may be mentioned section 3, presenting statistics of emigration; section 7, relating to manufacturing activities, persons employed in industries, power used in industrial establishments, quantity and value of products; also section 13, containing statistics of social insurance, accident insurance, etc.; and section 21, directly bearing upon labor matters, containing such information as wages of agricultural laborers, railroad employees, sick benefit funds, industrial accidents, household budgets, etc.

France.—*Bureau de la Statistique Générale. Annuaire Statistique. Trente-Troisième Volume. 1913. Paris, 1914. 338, 239 pp.*

This forms the thirty-third issue of the statistical yearbook of France, presenting data for the year 1913. The subject matter is divided into seven principal chapters, together with an appendix containing statistics for foreign countries. The volume contains the usual information found in publications of this kind. Certain sections contain matters of interest to labor, as for instance, those parts containing statistics of employers' associations, labor organizations, strikes and lockouts, statistics of factory inspection, statistics of manufacture regarding the number of persons employed, power used, and the quantity and value of products. There are also presented housing statistics, statistics of wages and hours of labor, mutual benefit funds, old-age pensions, accident insurance, wholesale and retail prices, and index numbers.

Conseil Supérieur des Habitations à Bon Marché. Rapport. Année 1913. Paris, 1914. 97 pp.

Contains the report of the superior council on housing, having oversight of the administration of the various housing acts of France, particularly those relating to the use of State funds to assist persons of small means in purchasing or erecting homes for themselves. As the material contained in this report has already been made use of by this bureau in Bulletin No. 158, relating to Government aid to home owning and housing of the working people in foreign countries, reference is made to that bulletin. The material concerning housing in France will be found on pp. 125-156 of that bulletin.

Direction du Travail. Statistique des Grèves et des Recours à la Conciliation et à l'Arbitrage Survenus Pendant l'Année 1913. Paris, 1914. 459 pp.

Contains the report of the French labor office for the year 1913 with reference to the application of the law of December 27, 1892, on conciliation and arbitration and labor disputes. During the year there were reported 1,073 strikes, which affected 220,448 workmen (203,596 men, 11,268 women, and 5,584 young persons), who were occupied in 8,479 establishments. The unemployment caused by these strikes was equivalent to 2,223,781 days of work of which 223,022 days of lost work was suffered by 19,507 workmen who did not participate in the strike. The building trades furnished the largest number of strikes, 267, involving 25,543 persons; next in order came the textile industries, metal trades, transportation, agricultural labor, wood-working (not including building), workers in leather and hides, clothing, and mines. Classified according to the number of workmen involved in the strikes, the mining industry furnished the largest proportion of the total involved, 40.3 per cent; quarry laborers formed 8.2 per cent of all persons involved in strikes during the year; the building trades, 5.1 per cent; metal work, 3.4 per cent; woodworking, 3.1 per cent; transportation, 2.7 per cent; textiles, 2.5 per cent; leather industry, 2.2 per cent; chemical industry, 1.7 per cent.

During the year 1913 there were 8 lockouts, involving 3,495 employees, in 8 establishments; but the maximum number of locked-out employees was 3,039. In 6 cases a compromise was agreed upon, while 1 failed, and 1 was successful. Most of the lockouts were of short duration, the maximum length being 25 days; in this 600 persons were involved. The aggregate days of work lost by reason of lockouts was 12,573.

A group of summary tables follows.

PERCENTAGE OF STRIKES, AND STRIKERS INVOLVED, BY RESULTS OF STRIKES,
1903 TO 1912 AND 1913.

Year.	Per cent of strikes which were—			Per cent of strikers involved in strikes which were—		
	Success-ful.	Compro-mised.	Failures.	Success-ful.	Compro-mised.	Failures.
1903-1912.....	20.62	37.74	41.64	11.63	52.95	36.12
1913.....	17.05	34.58	48.37	39.31	29.70	30.99

NUMBER OF LABOR DISPUTES SUBMITTED TO ARBITRATION AND CONCILIATION,
1903 TO 1912 AND 1913.

	Total. 1903-1912.	1913.
Number of strikes.....	11,194	1,073
Number of requests for mediation before beginning of strike.....	168	5
Number of requests for mediation by—		
Employers.....	46	3
Employees.....	956	70
Both parties.....	98	8
Justices of the peace.....	1,173	85
Total.....	2,273	166
Per cent of all strikes submitted for arbitration.....	20.30	15.47
Number of strikes terminating during procedure before constituting a board.....	80	9
Proposals for mediation rejected by—		
Employers.....	661	61
Employees.....	40	
Both parties.....	93	6
Total.....	794	67
Number of strikes abandoned or settlements made immediately after rejection of proposals for mediation.....	96	3
Number of strikes declared or continued after rejection of proposals.....	699	64

NUMBER OF BOARDS OF CONCILIATION CONSTITUTED AND RESULTS OF CONCILIA-
TION, 1903 TO 1912 AND 1913.

	Total 1903-1912.	1913.
Number of boards of conciliation constituted.....	1,396	90
Per cent of boards constituted of number of requests for boards.....	61.41	54.21
Number of settlements made by—		
Conciliation.....	799	42
Arbitration.....	53	4
Total.....	852	46
Per cent of all cases submitted settled by boards.....	61.03	51.11
Number of refusals to arbitrate made by—		
Employers.....	90	4
Employees.....	37	1
Both parties.....	36	8
Total.....	213	13
Number of strikes indirectly settled by conciliation boards.....	63	2
Number of strikes declared or continued following the nonacceptance of awards....	480	42

RESULTS OF AWARDS RENDERED BY CONCILIATION AND ARBITRATION BOARDS
1903 TO 1912 AND 1913.

Year.	Total number of disputes settled.	Results.			Per cent of awards.		
		Favor of employ-ees.	Compromised.	Favor of employ-ers.	Favor of employ-ees.	Compromised.	Favor of employ-ers.
1903-1912.....	1,094	187	764	143	17.09	69.84	13.07
1913.....	60	15	39	6	25.00	65.00	10.00

Direction du Travail. Annuaire des Syndicats Professionnels Industriels, Commerciaux et Agricoles, Déclarés Conforément à la Loi du 21 Mars 1884 en France et aux Colonies. 19^e Année, 1914. Paris, 1914. 956 pp.

This volume constitutes a directory of so-called professional or occupational associations (*syndicats professionnels*), together with statistical data concerning their number and membership, as reported on January 1, 1914, for both France and her colonies. These associations include employers' and employees' industrial organizations, professional associations (doctors, teachers, pharmacists, etc.), labor exchanges and trade unions, many of which maintain employment exchanges (*bourses du travail*) under their direct management. The directory is classified by Departments and municipalities and according to the character of the organization, whether formed by employers or workers, or by both in cooperation. The following summary table is presented:

NUMBER AND MEMBERSHIP OF INDUSTRIAL AND COMMERCIAL ASSOCIATIONS, BY CLASSES, FRANCE AND COLONIES, 1910 TO 1914.

Year.	Number of industrial and commercial associations.					Number of members in associations of specified classes.				
	Employ-ers.	Labor-ers and em-ployees.	Mix-ed.	Agri-cultural.	Total.	Employ-ers.	Labor-ers and em-ployees.	Mixed.	Agri-cultural.	Total.
1910.....	4,450	5,260	184	4,948	14,842	368,547	977,350	38,005	813,038	2,196,940
1911.....	4,742	5,325	194	5,407	15,668	403,759	1,029,238	40,145	912,944	2,386,086
1912.....	4,888	5,217	225	5,879	16,209	410,160	1,064,413	46,646	934,317	2,455,536
1913.....	5,063	5,046	223	6,178	16,510	421,566	1,027,059	50,295	976,157	2,475,077
1914.....	4,967	4,846	233	6,667	16,713	403,143	1,026,302	51,111	1,029,727	2,510,283

The General Federation of Labor (*Confédération générale du travail*) comprised, in September, 1912, 53 national trade-unions federations and 5 independent unions, a total of 2,163 unions, having a membership in round numbers of 370,000.

The following table shows the number of industrial unions in existence January 1, 1914, exclusive of the purely agricultural unions, with the membership by occupational groups, and the proportion this membership bears to all persons shown by the last occupational census (1906) as engaged in the respective occupations.

NUMBER AND MEMBERSHIP OF INDUSTRIAL UNIONS, AND PER CENT MEMBERSHIP FORMS OF PERSONS IN EACH OCCUPATIONAL GROUP, AS SHOWN BY THE 1906 OCCUPATIONAL CENSUS, FRANCE, JANUARY 1, 1914.

Occupational groups.	Number of unions.		Membership of unions.			
	Employ-ers.	Employ-ees.	Employers.		Employees.	
			Number.	Per cent of persons engaged in the industry.	Number.	Per cent of persons engaged in the industry.
Agriculture, forestry, fishing ¹	259	599	23,137	0.48	56,938	2.08
Mining.....	7	84	313	73.41	67,425	32.81
Quarrying.....	14	60	248	3.21	13,292	21.61
Food, production and trade.....	1,691	280	165,118	42.96	49,556	9.47
Chemical products.....	90	151	5,147	81.19	42,936	27.48
Paper, cardboard, printing, bookbinding..	133	293	8,213	72.65	25,203	15.87
Hides and leather.....	108	177	6,267	12.29	24,706	15.34
Textiles.....	144	263	6,388	8.88	94,700	13.92
Clothing, cleaning.....	136	229	8,273	4.06	25,595	5.22
Woodworking, furniture making.....	170	311	7,060	9.32	34,516	13.64
Metal working.....	321	445	19,023	18.77	90,425	12.58
Earthenware, pottery, etc.....	48	105	2,394	32.11	13,303	8.05
Building trades—wood, stone, and iron....	342	678	23,402	17.76	118,453	23.64
Trade and transportation.....	822	932	64,665	18.06	317,881	28.59
Domestic and personal service.....	135	94	11,738	62.48	20,518	2.11
Liberal professions, medicine, pharmacy, etc.....	547	145	51,757	92.55	30,855	12.47
Total.....	4,967	4,846	403,143	(²)	1,026,302	(²)

¹ Including only industrial unions or those engaged in commerce in agricultural products. Purely agricultural unions number 6,667, with a membership of 1,029,727.

² Not reported.

Ministère du Travail et de la Prévoyance Sociale. Recueil de Documents sur les Accidents du Travail. Paris, 1913, 1914. Nos. 46 (456 pp.), 47 (137 pp.), and 48 (108 pp.).

The first of these volumes is a report of the decisions of the various courts of France, justices' and district courts, courts of appeal, and the court of cassation, rendered during the period March 17, 1909, to June 2, 1913, in cases arising under the industrial accident law. The second report is an analytic index to opinions and decisions of courts as reported at various dates from May, 1902, to November, 1913. The third report contains statistical tables showing the wages of insured persons; number of accidents reported, by industrial groups, degree of injury, and other essential data relative to industrial accidents, 1899-1910. This material will be summarized in more extended form in the next issue of the MONTHLY REVIEW.

Japan.—Bureau de la Statistique Générale. Résumé Statistique de L'Empire du Japon. 29e Année. Tokio, 1915. 225 pp.

This volume contains the more important data selected from the thirty-third statistical yearbook. The greater part of the tables are brought up to the end of the fiscal year 1912; some include the data for 1913. Many of the tables show comparative data for a period of 10 years or more. The figures in all previous reports include those of Chosen, Taiwan, Karafuto, and the leased territory of Kwanto, while in this volume they are shown separately. The subject matter is divided into 32 sections, of which sections 7, 8, 12, and 18 are of more or less interest to labor. From these sections the tables which follow have been selected.

NUMBER OF STATE INDUSTRIAL ESTABLISHMENTS, PERSONS EMPLOYED, AVERAGE DAYS WORKED, AND HOURS OF LABOR, JAPAN, 1906-1914.

Year.	Number of establishments operated.	Number of persons employed—				Average number of—			
		In clerical positions.		As laborers.		Days worked per year.		Hours of labor.	
		Male.	Female.	Male.	Female.	Male.	Female.	Male.	Female.
1906.....	11	975	74	13,961	1,622	322	296	8.4	10.0
1907.....	66	2,357	91	105,394	9,449	299	311	10.6	10.4
1908.....	76	2,654	79	104,340	7,237	305	301	10.5	10.3
1909.....	74	2,711	74	97,244	6,549	304	308	10.6	10.2
1910.....	76	2,674	70	93,594	6,810	307	297	10.5	10.0
1911.....	77	2,659	70	92,020	7,363	313	298	10.5	10.0
1912.....	78	3,023	68	97,364	8,479	315	272	10.4	9.7
1913.....	81	3,377	73	93,546	8,602	315	311	10.4	9.8
1914.....	61	1,273	66	67,847	8,621	316	307	9.7	9.6

NUMBER OF ESTABLISHMENTS, PERSONS EMPLOYED, AVERAGE DAYS OF OPERATION, AND AVERAGE HOURS OF LABOR IN VARIOUS INDUSTRIES, JAPAN, 1912.

Industry.	Number of establishments.			Number of persons employed.			Number of days in operation.	Daily hours of labor.
	Operated by motive force.	Not operated by motive force.	Total.	Male.	Female.	Total.		
Textile.....	5,116	3,003	8,119	76,557	450,482	527,039	279	11.3
Machinery, and mechanical pursuits.....	948	312	1,260	92,126	5,599	97,725	317	10.3
Chemical.....	608	929	1,537	61,242	28,640	89,882	317	10.7
Food products.....	738	1,111	1,849	39,888	9,884	49,772	256	10.3
Printing and bookbinding.....	422	123	545	18,047	3,411	21,458	337	10.0
Paper.....	18	75	93	1,204	1,559	2,763	313	10.3
Woodenware.....	371	218	589	15,465	5,004	20,469	300	10.2
Electrical.....	70	6	76	3,132	16	3,148	362	15.0
Metal refining.....	40	1	41	25,717	4,034	29,751	324	13.0
Mining.....	180	48	228	118,684	37,204	155,888	331	11.5
Other.....	199	583	782	15,445	14,825	30,270	288-359	100-150
All industries.....	8,710	6,409	15,119	467,507	560,658	1,028,165	302	11.1

AVERAGE DAILY WAGES PAID IN SPECIFIED OCCUPATIONS IN JAPAN, 1898, 1903, 1910-1912.

(In this table the equivalents in American money have been computed on the basis of 1 yen=49.8 cents.)

Occupation.	1898	1903	1910	1911	1912
	Cents.	Cents.	Cents.	Cents.	Cents.
Carpenters.....	23	29	40	41	43
Plasterers.....	23	30	41	43	44
Stone masons.....	25	34	46	47	50
Sawyers.....	23	29	40	39	42
Roofers (shingles, thatch).....	22	28	40	43	45
Roofers, tile.....	24	32	47	50	51
Tile setters (wall).....		37	52	53	53
Brickmakers.....	24	26	36	36	37
Map makers.....	20	25	37	38	40
Screen makers.....	22	28	38	39	40
Paper hangers.....	21	28	36	37	38
Joiners.....	21	27	38	38	41
Coopers.....	18	23	31	32	33
Sandal and slipper makers.....	17	21	27	29	29
Boot and shoe makers.....	21	27	33	32	34
Saddlers, harness makers.....	20	30	35	35	35
Wheelwrights.....	20	24	34	34	36
Tailors, Japanese clothing.....	17	23	28	29	30
Tailors, European clothing.....	24	28	40	42	44
Dyers.....	15	16	24	27	25
Makers of metallic utensils.....	21	26	34	35	35
Paper makers.....	15	17	20		23
Compositors, printing.....	15	20	25	27	28
Pressmen, printing.....	15	18	25	25	26
Ship carpenters.....	25	30	41	43	45
Gardeners.....	22	27	38	41	42
Agricultural labor, male.....	13	15	19	21	22
Agricultural labor, female.....	9	9	12	12	13

Netherlands.—*Centraal Bureau voor de Statistiek. Jaarcijfers voor het Koninkrijk der Nederlanden. (Rijk in Europa), 1913. The Hague, 1914. 360 pp.*

Forms the statistical year book for the Netherlands for 1913, containing the usual statistical information found in such publications; divided into 11 chapters; contains an alphabetical index. Of interest to labor are those sections and tables relating to the occupational censuses of 1899 and 1909; work of the factory inspection service, councils of labor, employment exchanges, trade-union statistics, collective agreements, wages and hours of labor, strikes and lockouts, cost of living, and social insurance; industrial statistics for leading industries, indicating the amount of power used in industry, persons employed, quantity and value of output.

Departement Van Landbouw Nijverheid en Handel. Centraal Verslag der Arbeidsinspectie in het Koninkrijk der Nederlanden over 1913. The Hague, 1915. lvi, 677, xviii pp.

This annual report on the inforcement of the labor laws of the Netherlands comprises the results of inspection in the industrial establishments of the country as authorized by a series of labor laws, namely the law on health and safety of employees, the general labor law, the law on noxious or injurious trades, the law for the protection of stonecutters, the phosphorus matches law, the accident law, and the law for the protection of caisson workers. The inspection service during the year consisted of the director general of labor, 4 heads of divisions, 4 technical experts, 9 district heads, 16 factory inspectors (8 men and 8 women), 23 assistant inspectors of various grades, together with a clerical force of 54 persons. The number of persons classified by industries in the establishments inspected during the year is shown in the table which follows:

NUMBER OF PERSONS EMPLOYED IN INDUSTRIAL ESTABLISHMENTS INSPECTED DURING THE YEAR 1913, BY GROUPS OF INDUSTRIES, NETHERLANDS.

Groups of industry.	Number of employees in industrial establishments as reported by—					Age and sex of employ-ees in establishments inspected in 1913.			Per cent in-spected of total em-ployees as re-ported by labor in-spectors.
	Indus-trial census of 1899.	Indus-trial census of 1909.	Labor inspectors, 1913.			Persons under 17 years of age and women.	Male persons over 17 years of age.	Total.	
			Estab-lish-ments subject to in-spection.	Estab-lish-ments not subject to in-spection.	Total.				
Pottery, glass, limestone, etc.	25, 145	31, 365	9, 983	29, 097	39, 080	7, 954	21, 807	29, 761	76
Diamonds and other pre-cious stones.....	9, 951	10, 183	1, 371	8, 535	9, 906	512	2, 361	2, 873	29
Printing and lithographing.....	13, 196	20, 443	4, 530	14, 560	19, 090	3, 390	10, 912	14, 302	75
Building trades.....	142, 832	167, 977	9, 130	26, 845	35, 975	3, 250	13, 193	16, 443	46
Stonecutting.....	2, 068	2, 210	180	1, 932	2, 112	179	1, 856	2, 035	96
Chemical industries.....	10, 202	15, 161	2, 947	9, 045	11, 992	2, 400	7, 353	9, 753	81
Wood, cork, and straw.....	38, 820	47, 831	9, 504	29, 741	39, 245	5, 709	19, 112	24, 831	63
Clothing and cleaning.....	91, 567	108, 320	62, 135	12, 252	74, 387	38, 902	9, 329	48, 231	65
Art industries.....	1, 684	2, 523	433	625	1, 058	165	369	534	50
Leather, oilcloth, rubber....	39, 826	37, 135	4, 893	9, 771	14, 664	3, 159	6, 884	10, 043	68
Iron and coal mining, peat digging.....	16, 255	23, 102	242	1, 892	2, 134	151	1, 308	1, 459	68
Metal industries.....	40, 325	42, 696	9, 610	28, 562	38, 172	6, 227	20, 491	26, 718	70
Medicine industries, tools, etc.....	19, 952	33, 760	6, 945	32, 115	39, 060	5, 419	26, 249	31, 668	81
Shipbuilding and supplies.....	22, 737	30, 311	3, 720	25, 288	29, 008	2, 488	19, 287	21, 775	75
Paper.....	6, 992	10, 433	3, 893	7, 791	11, 684	3, 088	6, 220	9, 308	80
Textiles.....	49, 486	61, 011	30, 202	36, 136	66, 338	26, 425	29, 717	56, 142	85
Gas and electricity.....	4, 485	9, 518	89	8, 104	8, 193	65	5, 914	5, 979	73
Food preparations.....	114, 324	136, 158	27, 889	104, 664	132, 553	18, 112	52, 608	70, 720	53
Total.....	649, 847	790, 137	187, 696	386, 955	574, 651	127, 595	254, 970	382, 565	66

Norway.—*Statistiske Centralbyraa. Norges Bergverksdrift, 1913. Christiania, 1915. 15, 79 pp. (Norges Officielle Statistik. VI: 29.)*

Contains statistics concerning operations of mines and smelters in Norway during 1913, with a comparative summary for the years 1901-1905, 1906-1910, and 1912. Reports of the several mine inspectors in the different districts are also appended. The following table shows the number of employees at indicated periods, classified according to the character of the mine or smelting operations carried on:

NUMBER OF PERSONS EMPLOYED IN THE MINES AND SMELTERS, NORWAY, 1901-1905, 1906-1910, 1912, AND 1913.

	Number of employees in—			
	1901-1905	1906-1910	1912	1913
Mines:				
Silver.....	214	238	259	319
Gold.....	40	35		
Copper.....	2,656	4,157	4,553	4,929
Nickel.....	23	65	132	173
Iron.....	357	1,066	2,558	1,807
Zinc and lead.....	60	289	109	124
Molybdenite.....	32	42	161	153
Other.....	6	30	177	147
Total.....	3,388	5,922	7,949	7,652
Smelters:				
Silver.....	17	10	11	15
Copper.....	143	153	320	308
Nickel.....	14	41	219	259
Pig iron.....	20	4		
Steelworks.....	58	24		
Total.....	252	232	550	582

Fiskeridirektøren. Norges Fiskerier 1913. Christiania, 1915. 27, 132 pp. (Norges Officielle Statistik. VI: 28.)

Contains a report of the fishing industry in Norway for the year 1913, the value of whose products during the year amounted to 53,767,717 crowns (\$14,409,748). During the year there were employed in the industry on an average 100,047, not including 14,687 engaged exclusively in the manufacturing branches of the industry. There were in use in the industry 51,981 open boats without motors, 2,092 with motors, 7,390 dories, 2,417 sailboats, 4,405 decked motor boats, and 205 steamships, all of which had a value of 37,309,415 crowns (\$9,998,923).

Riksforsikringsanstalten. Ulykkesforsikringen for Industriarbeidere m. v. 1912. Christiania, 1915. 34, 95 pp. (Norges Officielle Statistik. VI: 38.)*

This is the annual report on the operation of the State accident compensation system in Norway for the year 1912. It covers all establishments subject to compensation, except the silver mines of Kongsberg and the State trunk-line railroad, which have their own separate compensation funds. There were reported in 1912 9,129 accidents, an increase of 1,276 over 1911. Results of operations from 1895 to date are as follows:

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TOTAL NUMBER OF ACCIDENTS, YEARS OF WORK, PREMIUMS AND COMPENSATION PAID, FOR ALL INDUSTRIES IN NORWAY, 1895-1908, 1909-1912.

Year.	Number of establishments.	Years of work (300 days).	Wages paid.	Amount of premiums.		Compensation paid, reserves, etc.		Number of accidents.			Number of accidents compensated per 1,000 years' work.
				Total.	Per cent of wages	Total.	Per cent of wages	Total.	Compensated.	Caus- ing death.	
1895-1908.	(1)	1,472,189	\$331,876,227	\$5,166,181	1.6	\$5,697,770	1.7	(1)	(1)	(1)	(1)
1909.....	19,988	144,425	35,699,871	531,918	1.5	561,549	1.6	5,609	3,866	136	38.8
1910.....	19,655	150,771	37,771,501	569,092	1.5	647,369	1.7	5,875	3,986	119	39.0
1911.....	20,984	160,809	41,063,989	624,902	1.5	769,725	1.9	7,564	5,020	138	47.0
1912.....	21,581	173,783	45,537,923	756,200	1.7	755,948	1.7	8,808	6,183	116	50.7
1895-1912.	(1)	2,101,977	491,949,511	7,648,293	1.6	8,432,361	1.7	(1)	(1)	(1)	(1)

¹ Not reported.

For further information concerning accident insurance in Norway reference is made to Bulletin No. 157 of this bureau and volume 2 of its Twenty-fourth Annual Report.

Salford, England.—*Medical Officer of Health. Annual Report of the Medical Officer of Health for the Year 1914. Manchester [1915]. 254 pp.*

Contains the report of the public health department for the year 1914. The report notes a marked decrease in infant mortality, 126 per thousand births, the lowest number ever recorded for the city. Sixty-two houses were reported as having been closed for human habitation; 73 houses were remodeled and made habitable; 218 new houses were erected, and 64 demolished. During the year 2,352 inspections were made of factories, workshops, and work places; 42 notices were sent out, but no prosecutions were reported.

Spain.—*Comisaria Regia del Turismo y el Real Patronato de Casas Baratas de Sevilla. March, 1915.*

A report of the royal committee appointed to superintend the construction of a group of low-cost dwellings erected in 1913-1915 at Seville for the occupation of persons of small means. The group consisted of 2 buildings, comprising 72 dwellings, of which some pictures and plans are shown. The total expense was limited to 237,662 pesetas (\$45,868.76). The rent was fixed to vary from 50 reales (\$2.41) to 70 reales (\$3.38) per month, according to the size of the apartments, including lighting of the common stairways and halls, water rent, education of children under 7 years of age, and the use of a small flower and vegetable garden. No statement, however, is made concerning the size of the rooms or the number in each apartment. No tenants are accepted who have an income of 3,000 pesetas (\$579) per year if over 50 per cent of such amount is derived from wages, salary, or pension; families of less than four persons; persons not having a regular income unless security is given for the payment of rent. The first apartments were opened to tenants on January 1, 1915, and the average cost per apartment when completed is reported at approximately 3,300 pesetas (\$636.90).

Consejo Superior de emigración. Boletín. Madrid, 1915. Año 7. Num. 73, March-June.

This report discusses the necessity of further governmental regulations relative to emigration from Spain to other European countries. The following table shows the decrease in trans-Atlantic emigration of Spaniards from Spain during the months of March, April, May, 1914 and 1915, by destination of emigrants:

SPANISH EMIGRATION TO AMERICA DURING MARCH, APRIL, AND MAY, 1914, 1915, BY DESTINATION.

Month and year.	Number of emigrants leaving for—					Total.
	United States.	Argentina.	Cuba.	Brazil.	Other countries.	
March.....1914..	552	5,092	1,302	741	354	8,041
.....1915..	83	1,211	839	175	96	2,404
April.....1914..	661	3,243	951	410	236	5,501
.....1915..	139	995	1,061	113	77	2,385
May.....1914..	100	3,163	899	335	188	4,685
.....1915..	85	830	846	164	110	2,035

The crisis in the home labor market is discussed. The demands for employment far exceed the places open for employment; many factories are doubtful of being able to continue operations; many are giving labor to their employees for only three days each week; and others, because of scarcity of raw materials, allow their employees to work in turns. Owing to these conditions there is little effort necessary to secure laborers for employment in France. To prevent deception and fraud, this emigration should be regulated; accredited employment agencies alone should be permitted to operate in Spain, and a deposit sufficient to pay return passage in case of fraud should be required.

Several pages are devoted to labor conditions in the countries to which most of the Spanish emigration is directed—Brazil, Argentina, Venezuela, Paraguay, and Cuba.

Instituto de Reformas Sociales. Legislacion del Trabajo. Apendice Decimo, 1914. Legislacion-Proyectos de Reforma. Madrid, 1915. 433 pp.

Contains laws, decrees, and orders of interest to labor enacted and promulgated in Spain during the year 1914, together with bills and administrative measures proposed. The subject matter is classified under 15 heads: (1) Industrial accidents, (2) Mutual aid and charity, (3) Associations, (4) Cooperation, (5) Emigration, (6) Industrial education, (7) Statistics and investigation, (8) Housing of the working classes, (9) Factory inspection, (10) Legislation affecting the Institute of Social Reform (Instituto de Reformas Sociales), (11) Employment of women and children, (12) Public granaries, (13) Social welfare, (14) Agricultural associations, and (15) Miscellaneous.

Instituto de Reformas Sociales. Memoria General de la Inspección del Trabajo Correspondiente al Año 1912. Madrid, 1914. 518 pp. and 28 charts.

This report is a review of the activities of the industrial inspection service in Spain during the year 1912.

The following shows the more important data resulting from the inspection of industrial establishments:

Number of inspections made.....	13,814
Number of infractions of law for employment of children under age limit.....	2,066
Number of infractions of law for not permitting opportunity for religious and primary instruction.....	2,106
Number of infractions of law for lack of certificate of vaccination.....	77,971
Number of infractions of law for working without parents' permission.....	46,346
Number of infractions of law for lack of age certificate.....	45,802
Number of infractions of law for no display of law, rules, etc.....	3,408
Number of infractions of law for failure to draft working rules.....	4,062
Number of infractions of law for no book for registering inspections.....	2,943
Number of infractions of law for law, rules, etc., not posted in visible place..	3,228
Number of infractions of law for failure to provide safety appliances.....	2,783
Number of infractions of law for failure to observe Sunday rest.....	5,458
Number of infractions of law for all others.....	5,046
Number of prosecutions.....	431

The total number of infractions of the labor code was reported as 201,219. Of this total, 189,750 were reported as infractions of the woman and child labor law.

Tables are presented showing the number of persons employed in establishments subject to inspection, by sex and by age, maximum, minimum, and average wages paid; hours of labor for day and for night laborers, by sex: in each inspection district. The totals of the different classes of employees for the kingdom are as follows:

Males:

Under 14 years of age.....	3, 193
14 to 16 years of age.....	21, 351
Over 16 years of age.....	296, 454

Females:

Under 14 years of age.....	3, 115
14 to 23 years of age.....	86, 467
Over 23 years of age.....	86, 411

Total..... 496, 991

There were 31,118 males and 7,926 females, or a total of 39,044 persons, employed in night work.

The last chapter presents a chronological index of all labor laws enacted to date in Spain.

Sweden.—*Socialstyrelsen. Arbetsinställelser i Sverige, År 1914. Stockholm 1915. 63 pp. (Sveriges Officiella Statistik Socialstatistik).*

Contains report on strikes and lockouts, occurring in 1914, giving number involved, causes, duration, and results. During the year 1914 there occurred 115 labor disputes, of which 8 were lockouts and 2 were of mixed character, involving 14,385 workmen. As to results, 33 terminated in favor of the employer and 26 in favor of the workman, 47 were compromised, while as to 9 the result was unknown or indecisive. Short tables follow, presenting the more important data concerning these strikes.

The following table shows the number of labor disputes, persons involved, and result for each year 1908 to 1914:

STRIKES AND LOCKOUTS IN SWEDEN, NUMBER OF PERSONS INVOLVED, AND RESULTS, BY YEARS, 1908-1914.

Year.	Number of strikes.	Number of lock-outs.	Indeterminate.	Disputes resulting in—								Total.	
				Favor of employers.		Favor of employees.		Compromise.		Not reported.			
				Number.	Persons involved.	Number.	Persons involved.	Number.	Persons involved.	Number.	Persons involved.	Number.	Persons involved.
1908.....	229	38	35	94	8,953	80	2,479	115	28,584	13	341	302	40,357
1909.....	102	22	14	61	290,767	33	1,358	38	8,692	6	932	138	301,749
1910.....	66	5	5	35	2,480	20	622	20	569	1	.....	76	3,671
1911.....	85	9	4	44	2,658	22	1,016	32	16,902	.....	.....	98	20,576
1912.....	108	4	4	49	2,553	25	778	42	6,649	.....	.....	116	9,980
1913.....	118	1	.....	28	1,481	36	2,027	45	5,629	10	454	119	9,591
1914.....	105	8	2	33	3,341	26	808	47	10,072	9	164	115	14,385

The days of work lost varies from 11,799,700 in 1909 to 39,000 in 1910. In 1914 this item is reported as 620,469.

The following table gives data similar to that in the preceding table for labor disputes in 1914 classified by principal causes.

STRIKES AND LOCKOUTS IN SWEDEN, NUMBER OF PERSONS INVOLVED, AND RESULTS, BY CAUSES, 1914.

Principal causes.	Disputes resulting in—									
	Favor of employers.		Favor of employees.		Compromise.		Not reported.		Total. ¹	
	Num-ber.	Persons in-volved.	Num-ber.	Persons in-volved.	Num-ber.	Persons in-volved.	Num-ber.	Persons in-volved.	Num-ber.	Persons in-volved.
Increase of wages.....	14	1,163	17	401	32	8,770	5	93	71	10,427
Reduction of wages.....					3	364	1	6	4	370
Other questions relating to wages.....	2	312	2	186			1	40	5	538
Right to organize.....										
Collective contracts.....	1	21	2	52			1	2	4	75
Other questions relating to unionism.....										
Treatment of personnel.....	4	106	1	42	4	112			9	260
Hours of labor.....	3	103	1	18	1	37	1	23	6	181
Discharge or reinstatement of employees.....	9	1,636	2	95	3	695			14	2,426
Shop regulations.....										
Interpretation of contracts.....			1	14	1	94			2	108
Total.....	33	3,341	26	808	47	10,072	9	164	115	14,385

¹ Including 8 lockouts and 2 disputes of indeterminate character.

Switzerland.—*Handels-, Industrie- und Landwirtschafts- Department. Berichte der Kantonsregierungen über die ausführung des bundesgesetzes betreffend die Arbeit in den Fabriken 1911 und 1912; 1913 und 1914. Veröffentlicht vom schweizerischen Industrie-department. Aarau, 1913, 1915. 2 vols.*

These two volumes constitute the reports of the cantonal factory inspectors of Switzerland, each report covering a biennial period, i. e., 1911-12 and 1913-14. The Federal department merely brings together and prints the reports of the inspectors of each of the cantons, and no general summary is presented. Save for annual conferences with the department of commerce and industry the cantonal inspectors work quite independently of the federal inspection service, which consists primarily of functional inspectors who perform specialized duties and who refer all general matters of inspection to the inspectors of the different cantons. For further information on factory inspection in Switzerland reference may be made to Bulletin 142 of this bureau.

PERIODICAL PUBLICATIONS OF FOREIGN LABOR DEPARTMENTS AND BUREAUS.

In the pages following the various periodical publications issued by the foreign departments and bureaus of labor are listed and the table of contents given. This list includes all the periodical publications received during July and the first week of August, 1915. Some countries, it will be noticed, are not represented by any publication. Since the beginning of the European war most of these publications have been somewhat irregular in their appearance, and in certain cases it will be noticed that the issues of several months have been postponed or consolidated.

Argentina.—*Departamento Nacional. Boletín del Trabajo. Buenos Aires.*

No. 29—Dec. 31, 1914.—Reports from the department: Reports from the division of inspection; Spread of labor legislation; Collaboration by the workmen in inspection, etc.; Industrial establishments; Infractions of the law and prosecutions; Sunday rest; Application of the labor law; The cooperative kitchens; Home labor; Grain elevators; Caisson workers; Emigrant agencies; Agricultural laborers; Labor conditions in Upper Parana. Quarry workers. Oil prospecting. Free courts for laborers. Employment agencies. Division of statistics: Strikes and lockouts. Home labor in the Federal capital. Unemployment. Accident prevention during 1913. Division of legislation.

Canada.—*Department of Labor. The Labor Gazette. Ottawa.*

July, 1915.—Industrial and labor conditions during June, 1915. Special articles on—The industrial disputes investigation act, 1907; Wholesale prices in Canada during 1914; Annual convention of the Canadian Manufacturers Association; Labor disputes in Germany, 1914; New York State Industrial Commission; Statement of dispute between the Davie Shipbuilding & Repairing Co. of Levis, Quebec, and its employees. Statistical returns on Wholesale and retail prices, June, 1915; Trade disputes and industrial accidents during June, 1915; Emigration and colonization; Building permits during June. Reports of departments and bureaus. Recent legal decisions affecting labor.

Denmark.—*Statistiske Efterretninger, udgivet af det Statistiske Departement. Copenhagen.*

June 14, 1915.—Special census of farm animals, May 15, 1915.

June 30, 1915.—Hotels, restaurants, and public houses, 1914. Retail prices, June 1, 1915. Imports and exports of flour, grain, etc., 1914. Deaths by accidents, 1914. Divorces, 1914. Population of Sweden and Norway, July 12, 1915. The crop outlook, July 7, 1915. Imports of products from eastern markets, 1914. Population of Denmark, July 1, 1915. Index numbers of the Economist.

Finland.—*Industristyrelsen. Arbetsstatistisk Tidsrift. Helsingfors.*

No. 3, 1915.—Activities of the employment offices, 1914. Maximum prices of food products and of clothing and leather products fixed by Government order. Finnish employers' association, 1914. Reports from foreign countries. Retail prices, first quarter, 1915.

France.—*Bulletin du Ministère du Travail et de la Prévoyance Sociale. Paris.*

January, February, March, April, 1915.—(Single issue for four months.) Social movement: France: Inquiry concerning industrial and commercial activities, August, 1914, to January, 1915; Mine labor, December, 1914, to February, 1915; Strikes from January to April, 1915; Unemployment in France during the first seven months of 1914; Report of the national unemployment fund, 1914; Free public employment offices, 1914; Economic situation expressed in index numbers, third quarter, 1914; Reports of operations on the old age retirement laws for industrial and agricultural laborers; Trade associations, January 1, 1914; Promotion of cooperative societies; Providing wages and normal hours of labor in the building trades in Paris, in 1913. International: Strikes and lockouts during 1912 and 1913. Foreign countries: Review of labor conditions in Germany; Cost of living in Berlin, December, 1914, to January, 1915; Measures adopted to combat unemployment in Germany; Unemployment in trade unions in Austria, May to November, 1914; Cost of living in Vienna, January, 1915; Austrian census of occupations, 1910 (preliminary figures); Reports of labor conditions in Great Britain, strikes and lockouts, January to February, 1915; Wages, cost of living, and employment exchanges, 1914; Labor conditions in Italy during the last six months of 1914; Conditions of labor in the Netherlands, 1914; Legislation in Portugal concerning hours of labor in the employment of children; Public employment offices in Sweden, 1902-1912. Miscellaneous: Reports from the industrial courts (*Conseils de Prud'hommes*), fourth quarter, 1914; Export trade of France, 1913-1914, first three months of 1915; Production of sugar and alcohol; Current prices, January to March, 1915; and prices of bread. Laws, decrees, orders, circulars relative to industrial accidents, labor contracts, wages, public employees, subsidies to mutual benefit societies, housing of workingmen, trade unions, etc.

Germany.—*Reichs-Arbeitsblatt, Herausgegeben vom Kaiserlichen Statistischen Amte, Abteilung für Arbeiterstatistik. Berlin.*

June, 1915.—Labor market in Germany, May, 1915. Conditions in Berlin, May, 1915. Labor markets in foreign countries (Great Britain, Netherlands, Switzerland, and British colonies). Legislation: Prussian law on noncommercial employment exchanges. Employment offices and unemployment. War measures: Measures taken in France to combat unemployment; Maternity benefits. Labor conditions: Membership and wage statistics in the Magdeburg sickness insurance fund; Limitations upon attachment of wages. Social insurance: Results of German accident insurance during 1913; Sickness insurance reports from the miners' funds, 1913. Labor market statistics.

Great Britain.—*The Board of Trade Labor Gazette. London.*

June, 1915.—Employment chart. The labor market in May. Special articles on Employment in Germany in April; Retail food prices in the United Kingdom at 1st June; Food prices in Berlin in April; Retail food prices in Vienna in April; Rise in cost of living in Sweden; Regulation of food prices in Spain; Organization in coal mines to increase output; Changes in wages of agricultural laborers; Labor disputes in Germany. Conciliation and arbitration cases. Government work: committee on production. Reports on employment in the principal industries. Labor in the Dominions and in foreign countries. Board of trade labor exchanges. Statistical tables: Prices of bread, wheat, and flour; Trade disputes; Changes in rates of wages; Sliding scale changes in wages; Women's employment bureaus; Unemployment insurance; Diseases of occupations; Fatal industrial accidents; Pauperism; Foreign trade; Cooperative wholesale societies, quarterly sales; Distress committees; Passenger movement to and from the United Kingdom; Immigration to and emigration

from United States; Emergency grants to trade unions. Legal cases, official notices, etc.

July, 1915.—Employment chart. The labor market in June. Special articles on Employment in Germany in May; Employment in Denmark in May. Retail food prices: United Kingdom on July 1; Berlin in May; Vienna in May. Farm servants wages in Scotland. Employment of soldiers at harvest. Produce of crops in the United Kingdom in 1914. Munitions work bureaus. Danish labor arbitration court. Conciliation and arbitration cases. Commonwealth of Australia; quarterly statistics. Reports on employment in the principle industries. Labor in the Dominions and in foreign countries. Board of trade labor exchanges. Statistical tables: Prices of wheat, flour, and bread; Trade disputes; Changes in rates of wages; Building plans; Distress committees; Women's employment bureaus; Diseases of occupations; Fatal industrial accidents; Unemployment insurance; Pauperism; Foreign trade; Passenger movement to and from the United Kingdom; Emergency grants to trade unions. Legal cases, official notices, etc.

Italy.—*Bolettino dell' Ufficio del Lavoro, Ministero di Agricoltura, Industria e Commercio. Rome. (Semimonthly.)*

June 1, 1915.—Investigations and provisions relative to unemployment; Notices of public works under construction; Labor market, by locality and by industries; Labor disputes; Retail prices, April, 1915; Employers' and employees' associations; Congresses and conventions; Activities of the labor offices; International association on unemployment; Legislation relating to labor.

June 16, 1915.—Investigations and provisions relative to unemployment; Notices of public works under construction; Labor market, by localities; Labor disputes; Employers' and employees' associations; Congresses and conventions; Activities of the labor offices; Social insurance; Legislation and decisions of courts relating to matters of interest to labor.

July 1, 1915.—Investigations and provisions relative to unemployment; Notices of public works under construction; Labor market, by locality and by industries; Labor disputes; Retail prices, May, 1915. Employers' and employees' associations, Congresses and conventions; Activities of the labor offices; International association on unemployment; Legislation relating to labor.

Netherlands.—*Maandschrift van het Centraal Bureau voor de Statistiek. The Hague.*

May, 1915.—Review of the labor market, 1915 and for May, 1915 (harbors and fishing); Labor market conditions in the briquette industry during the winter of 1914-15. Labor exchanges, April, 1915. Unemployment and unemployment insurance, April, 1915. Unemployment in the building trades. Strikes and lockouts April, 1915; Strike of the woodworkers at Zaandam, Westzaan, and Zaandijk. Wholesale and retail prices. Miscellaneous reports of social and economic import (population, housing, harbor inspection, pensions, industrial accidents, war measures, truck system, etc.). Foreign countries and the war (Denmark, Norway, Sweden, Finland, Switzerland). Foreign countries: Labor market; Employment offices; Strikes and lockouts; Wholesale and retail prices, etc. Statistical tables: Employment exchanges, April, 1915; Building and housing inspection, April, 1915; Factory licenses, April, 1915; Number and occurrence of industrial diseases, April, 1915; State revenues, April 1914 and 1915. Laws and official documents concerning industrial accidents, wages of public employees, etc.

June, 1915.—Introductory note. Review of the labor market, May, 1915. Labor market, June, 1915 (harbors and fishing); Labor market conditions in beet sugar factories, 1914. Employment offices, May, 1915. Unemployment, and unemployment insurance, May, 1915. Strikes and lockouts, May, 1915. Wholesale and retail

prices. Miscellaneous information (housing, harbor inspection, old-age pensions, industrial accidents, war measures, trades unions activities, January, 1915, labor contract, etc.). International: War measures in foreign countries (Germany, France, Italy, Austria, Belgium, Spain); Unemployment in certain foreign countries during the war (Australia, Denmark, Germany, Great Britain, and Ireland, Norway, Austria, New York State, and Sweden); Discount rates on letters of exchange in different countries. Foreign countries: Review of the labor market; Employment offices; Strikes and lockouts; Wholesale and retail prices; Miscellaneous information. Statistical tables: Employment offices, May, 1915; Building and housing inspection, May, 1915; Factory licenses, May, 1915; Number and occurrence of industrial diseases, May, 1915; State finances, May, 1915. Laws and official documents concerning railroad employees, housing, emigration, etc.

New South Wales.—*Department of Labor and Industry. The New South Wales Industrial Gazette. Sydney.*

May, 1915.—Introductory matter. The industrial situation, April, 1915: Industrial arbitration and the war; Emergency legislation; Dislocations in industries and unemployment. Statistical review of annual returns from employers under the workmen's compensation act for the year 1914. Special rules under the coal mines regulation act, 1912. Proclamations of shopping districts under the early closing acts. Awards continued under the industrial arbitration act, 1912, from March 1 to April 30, 1915. Judicial and quasi-judicial proceedings: Court of industrial arbitration, April, 1915; Report of the Industrial Registrar, April, 1915; Proceedings before magistrate courts, April, 1915, under the early closing acts and the factory and shops acts. Reports from the chief factory inspector's office, labor exchanges, etc., April, 1915. Reports relating to industrial boards (Constitution and dissolution, appointments, resignations, cost and time records), April, 1915. Industrial awards and agreements listed and filed, April 8 to May 12, 1915. Abridgment of records. Supplement, relating to the work of the labor exchanges, May, 1915.

New Zealand.—*Journal of the Department of Labor. Wellington.*

May, 1915.—Labor. Conditions of employment and trade. Women's employment branches (reports). Unions' reports. Recent legal decisions: Shops and offices act; Workers' compensation act; Wages protection and contractors' liens act, 1908. Statistical: Persons assisted to employment, April, 1915; Accidents in factories reported up to April 27, 1915; Unions registered under the industrial conciliation and arbitration act, 1908; Current retail prices, April 30, 1915. Special articles on wage boards in Australia; Retail food prices in the United Kingdom July, 1914, to January 1, 1915; Food prices in Berlin; Employment of Belgian refugees; Employment in Germany as reported from the British Board of Trade Labor Gazette.

June, 1915.—Labor. Conditions of employment and trade. Women's employment branches (reports). Unions' reports. Recent legal decisions under the shops and offices act. Recent legal decisions affecting labor in Great Britain. Statistical: Persons assisted to employment during May, 1915; Cooperative works in New Zealand; Accidents in factories reported up to May 25, 1915; Accidents reported under the scaffolding inspection act; Unions registered and canceled under the industrial conciliation and arbitration act, 1908; Retail prices May 31, 1915, and 1891-1914. Labor and the war (reprinted from contemporary review).

Norway.—*Sociale Meddelelser utgit av Socialavdelingen under Departementet for Sociale Saker, Handel, Industri og Fiskeri. Christiania.*

No. 2-3, 1915.—Labor market in Norway, 1914; Public employment offices, 1914; Labor market in Norway, December, 1914, to March, 1915; Retail prices, 1914; Retail prices, January to March, 1915; Retail prices, October to December, 1914; Sickness

insurance law; Accident insurance for industrial workers, etc.; Accident insurance for seamen and fishermen; Sale of bread by weight; Price and weight of bread in Norwegian cities; Operations of local sick funds, 1913; Emigration legislation; Labor market in Great Britain and Ireland, 1914; Learning new trades in England; Prices of necessities in Germany; Bill for the legal regulation of employment exchanges in Germany; German war insurance; Trade agreements in Germany.

Spain.—*Boletín del Instituto de Reformas Sociales, Publicación Mensual. Madrid.*

June, 1915.—Report of the secretary's office and of the special divisions. Statistics: Accidents; Strikes Retail prices and cost of living, etc. Conventions and congresses. Current legislation, bills, and decrees, etc. Reports from foreign countries: Strikes and lockouts in France and Italy.

Sweden.—*Socialstyrelsen, Sociala Meddelanden. Stockholm.*

No. 5, 1915.—State and municipal measures pending the war (Reports of the State unemployment commission and the commission on food prices). Labor market during the first quarter, 1915. Unemployment among trade unions, January 1, February 1, March 1, 1915. War measures in foreign countries (Austria). State subventions to tobacco workers. Municipal building activity, 1913. Proposed new poor relief law. Analysis of the causes of poverty. Proposed form of instruction in and outside the public schools concerning the benefits of total abstinence. Activities of the factory inspectors January to March, 1915. Reports of the factory inspectors on fatal industrial accidents. Brief notices concerning collective agreements in Germany, 1913, and in Austria, 1912; Strikes and lockouts in Austria, 1913; Danish sick benefit law, 1914; Reports from the state insurance institute, January to April, 1915; Labor market in England, March, 1915; Labor market in Germany during March and up to the middle of April, 1915; Unemployment in Denmark, 1914; Co-operation in Denmark; Housing and rents in Stockholm, 1915; Retail prices in England, March, 1915. Public employment offices in Sweden, April, 1915. Retail prices, April, 1915, and summary from 1904 to April, 1915. Prices of farm animals in Sweden, 1904 to April, 1915, and February to April, 1915. Fish prices in Stockholm from March, 1914, to April, 1915. Reports from the Royal Pension Bureau.

No. 6, 1915.—State and municipal measures pending the war (Reports of the State unemployment commission). War measures in the foreign countries (Germany). Retail prices in certain European countries since the outbreak of the war. Social questions before the parliamentary session of 1915 (health and safety of employees, unemployment, small holdings and housing, prohibition, pension legislation, taxes and subsidies). Accidents in loading and unloading of ships, 1914. Labor disputes in Sweden, 1914. Judicial aspects of collective agreements. Royal notification concerning state subsidies to labor exchanges. Pension legislation. Reports of the factory inspectors on fatal industrial accidents. Brief notices: Labor disputes in Germany, 1914; Compulsory arbitration in Norway; Activities of the State insurance institute, January to May, 1915; New Danish sick benefit law; Sickness insurance in Germany, 1913, and invalidity and survivors insurance, 1914; Labor market in England, April, 1915, and in Germany, April to May, 1915; Apprenticeship among factory employees, and housing in certain cities in Sweden. Public employment offices in Sweden, May, 1915. Retail prices, May, 1915, with summary from 1904 to May, 1915. Prices of farm animals in Sweden, March, 1915, to May, 1915. Fish prices in Stockholm, April, 1914, to May, 1915. Reports from the Royal Pension Bureau.